

## Négociations collectives en série

**A**u cours des prochains mois, plusieurs associations de professeurs seront à la table de négociation alors qu'une douzaine de conventions collectives viendront à échéance au printemps et à l'été.

Les associations des universités York et Queen's, dont les conventions se terminent le 30 avril, seront les premières à entrer dans la ronde des négociations. Elles seront suivies en juin par les associations de Wilfrid Laurier, Moncton, Moncton-Shippagan, Laurentienne, Calgary, Trent, Athabasca, St. Thomas, Toronto et Guelph.

Les associations des universités St-Boniface, St-Louis-Maillet et Memorial entameront des négociations au cours de l'été.

Les associations des universités Western Ontario et de l'University College of Cape Breton tenteront de ratifier leur première convention. ■

Traduit de l'article «Bargaining Escalates».

## Bargaining Escalates

**T**he next few months will see a flurry of collective bargaining as more than a dozen agreements expire in the spring and summer.

"This will be an extremely busy time for local associations and for CAUT because of the number of agreements expiring and the many serious issues at the table," said James Turk, Executive Director of CAUT.

First up will be York and Queen's whose agreements expire on April 30. Wilfrid Laurier, Moncton, Moncton-Shippagan, Laurentian, Calgary, Trent, Athabasca, St. Thomas, Toronto and Guelph are next with June expiry dates.

St-Boniface, St-Louis-Maillet and Memorial follow later in the summer.

Western Ontario and University College of Cape Breton are seeking first contracts, and negotiations are continuing at Ryerson, Canadian Military Colleges, Lethbridge, Victoria, and the Nova Scotia College of Art and Design. ■

## Paul Martin's Shell Game

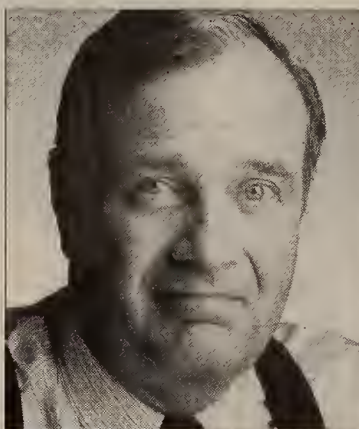
*Critics say the federal budget opens the cash floodgates, but they're wrong.*

**A**s far as budgets go, Paul Martin's 1999 version was a yawner. Most of the details were carefully leaked to the media and widely known weeks before the Finance Minister even picked out his new shoes.

While the contents were predictable, what was surprising was the reaction it elicited from Canada's ever vocal business lobby. Martin was sharply criticized for ignoring their pleas for bigger tax cuts and debt reduction. The Finance Minister, they fumed, was abandoning his tight fisted ways for the reckless profligacy of the past.

On the surface, it seemed they might have a point. Martin claimed, after all, that Ottawa will be pumping billions of dollars back into health care — \$11.5 billion was the figure routinely cited. As impressive as it might sound at first, however, that figure represents the cumulative increase in transfer payments to the provinces to pay for Medicare over the next five years. If Martin really wanted to push the envelope, he could have just as easily said the Liberals were spending \$100 billion over 50 years. That certainly would have sent shivers up the spines of those in the nation's corporate boardrooms.

But the point is Martin is playing a shell game, making it appear he's reinvesting a lot more on health than is really the case. In fact, when adjusted for inflation and population growth, Martin's so-called health care budget will increase per capita



spending by less than 2 per cent per year. The result is that the federal share of total public health care spending, while rising in fiscal 1999 will begin to fall again the following year. After taking an axe to health care, Martin's applied a bandage.

Other programs fare even worse. Despite a ballooning surplus, there is no restoration of the cuts made to transfers for post-secondary education and social services. Even with the modest increase in health funding, total program spending as a share of

See **FEDERAL BUDGET** Page 4

## Rapport sur l'éducation rendu public

**S**Uivant de près le dépôt du budget fédéral, le Conseil des ministres de l'Éducation, Canada (CMEC) vient de rendre public un rapport intitulé *Attentes du public relatives à l'enseignement postsecondaire*. En préparation depuis deux ans, ce rapport est le premier exemple d'un consensus entre les ministres de l'Éducation sur des principes uniformes pancanadiens pour l'enseignement postsecondaire.

Les domaines clés des attentes énoncés dans le rapport de 23 pages sont la qualité, l'accessibilité, la mobilité et la transférabilité, la pertinence et l'adaptabilité, la recherche et l'avancement des connaissances, la transparence. Chacun de ces thèmes y est décrit de manière très générale.

Cependant, les ministres éludent l'élément capital de la mise en oeuvre du rapport. Leur rapport, en effet, «ne vise pas à déterminer la façon de répondre aux attentes ni la façon dont les deniers publics sont affectés. Il s'agit de questions importantes, mais elles relèvent de la compétence des provinces et des territoires.»

«Compte tenu de l'endettement actuel des étudiants qui continue de s'alourdir, on ne peut prétendre à obtenir l'accessibilité», déclare le président de l'ACPPU, Bill Graham. «La qualité de la recherche et de l'avancement des connaissances ne peut être as-

surée sans une augmentation considérable du financement de base des universités pour les salaires et les infrastructures.»

L'ACPPU prône la création d'un fonds pour l'enseignement postsecondaire qui serait régi par une loi sur l'enseignement postsecondaire au Canada. Ce fonds permettrait d'établir et de mettre en oeuvre des normes et des principes nationaux pour l'enseignement postsecondaire au Canada.

L'ACPPU estime que ce fonds, relevant du fédéral, devrait être établi au niveau de 1993-1994 des paiements de transfert en espèces au titre de l'enseignement postsecondaire versés aux provinces et qu'il devrait croître avec l'économie. Une loi nationale pour l'enseignement postsecondaire permettrait de garantir que les transferts versés aux provinces au titre de l'enseignement postsecondaire seraient dépensés dans ce secteur.

Sans un réinvestissement sensible de la part des gouvernements fédéral et provinciaux, les résultats que les ministres souhaitent obtenir pour l'enseignement postsecondaire ne seront rien de plus que des banalités. ■

Traduit de l'article «Report on Education Released».

## Report on Education Released

**H**ARD on the heels of the federal budget, the Council of Ministers of Education of Canada (CMEC) has just released its "Report on Public Expectations of Post-secondary Education in Canada." Two years in the making, it is the first time the education ministers have agreed on a uniform set of principles for post-secondary education across Canada.

The key areas of expectations outlined in the policy are quality, accessibility, mobility and portability, relevance and responsiveness, research and scholarship, and accountability. These are described in general terms in the report.

But the ministers sidestep the crucial element of implementation. Their report states "This document is not concerned with how to achieve the expectations nor with what level of public funding is allocated in what manner. These are important issues, but they fall within the purview of individual provinces and territories."


CAUT has called for the introduction of a post-secondary education fund governed by a Canada Post-Secondary Education Act which could establish and implement national standards and principles for higher education in Canada.

"Accessibility cannot be achieved with the present, and growing, levels of student debt," said CAUT President Bill Graham. "Quality in research and scholarship cannot be achieved without greatly enhanced core funding of universities for salaries and infrastructure."

CAUT believes that a federal post-secondary education fund should be set at the 1993-94 level of federal cash transfers for post-secondary education to the provinces and should grow with the economy. A Canada Post-Secondary Education Act would ensure that funds transferred to the provinces for post-secondary education would actually be spent on post-secondary education.

Without a massive reinvestment by federal and provincial governments, the ministers' desired outcomes for higher education will become nothing more than pious platitudes. ■

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# CAUT ACPPU BULLETIN

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## LETTERS COURRIER

### Courageous researcher says 'thank you' for intervention

I wish to express my deepest appreciation to the University of Toronto Faculty Association, and the Canadian Association of University Teachers, first for having voted me in as a full member of the association and second for making it possible for me to continue my work at the University of Toronto.

President Robert Prichard of the University of Toronto has received high praise in the media for his instrumentation of my recent re-instatement at the Hospital for Sick Children in the early hours of Jan. 26.

However, it has not been as widely appreciated that it was only through the exemplary wisdom and determination of you, and your colleagues, that President Prichard ever became informed of the true facts and circumstances of this unfortunate affair.

I view the UTFA and the CAUT as bodies of courageous academics committed to protecting scientific and academic integrity within Canadian universities. These bodies first determined the facts and circumstances of my situation — and those of my redoubtable colleagues who have stood by me in the Apotex controversy — in the fall of 1998.

This was long before I learned of my (most recent) dismissal by the present Hospital for Sick Children administration. By its vote to include us as full members, UTFA has

protected my colleagues and me in our struggle to address issues of academic freedom and scientific integrity in clinical trials.

Drug and biotechnology companies continue to threaten the dissemination of scientific data by researchers and physicians all over the academic world. These stories are usually buried — by power on one side and fear on the other. The alleged public "squabbling," to which the media has referred in the last days of January, in fact ensured that, in contrast to many of these cases, the Canadian public learned of the circumstances of the Apotex/Hospital for Sick Children affair. The grievance process launched by UTFA demonstrates its commitment to avoid any repetition of this history.

It is our further hope that recommendations arising from an open inquiry into this matter will have world-wide impact for academic freedom and the protection of rights of researchers, however they are funded, to disseminate scientific findings openly. Once achieved, this is an indelible legacy, thanks for which is owed to a dedicated, just and generous University of Toronto Faculty Association and CAUT, both committed to fairness, excellence, and protection of their faculty.

Thank you again for your efforts in this matter.

NANCY F. OLIVIERI  
Medicine and Pediatrics, University of Toronto

## Mount Allison Strike Ends

AFTER 26 days on strike, members of the Mount Allison Faculty Association (MAFA) returned to work on Feb. 15, as a result of a mediated settlement.

"This has been a very difficult situation from the beginning," said MAFA President George De Benedetti. "But we were able to do so well because of the solidarity of our members and the support of CAUT, the Defence Fund and faculty associations across the country."

"Especially important," De Benedetti noted, "was the effect of the two rounds of solidarity visits by Defence Fund trustees and other association members. That colleagues were willing to travel thousands of miles to Atlantic Canada for the experience of walking on a freezing picket line is a moving realization, and greatly added to the resolve needed to end the strike."

The situation was resolved after New Brunswick's labour minister appointed Douglas Stanley, a nationally renowned mediator and former deputy minister of labour in New Brunswick, as a special mediator in the dispute on Feb. 8.

Although Stanley had no authority to impose a settlement, the government gave him the mandate to try and bring the parties to a resolution and to submit a report to the minister of labour.

The mediation session which lasted through Feb. 10-12 did not produce a settlement at the table. The main outstanding items were salary and how to deal with perceived bias by administration representatives on the tenure and promotion committee.

In his report to the labour minister on Feb. 12, Mr. Stanley recommended a three-year agreement, that the faculty association's position on the issue of bias be accepted, and that the employer's salary scale for the first year be accepted on condition the salary scales for the remaining two years be negotiated in June 1999, and if the parties could not agree by July 1, that the matter be submitted to binding arbitration. The report further recommended that a back-to-work protocol be negotiated before striking members returned to work.

On Feb. 13 MAFA members endorsed the report, as did members of the Board of Regents. On Feb. 14 the parties were to negotiate the back-to-work protocol.

But when the employer's team came to the table on Feb. 14, they declared, in spite of their having accepted the terms of the Stanley Report, that they would not negotiate a protocol. Simultaneously, the university media relations department announced on their web page and through media releases that faculty members and librarians would be returning to work at 8:30 a.m. Monday, Feb. 15.

After eight hours of negotiations by telephone on Sunday between the department of labour and the parties, an entente was reached.

The faculty association would propose to its striking members on Monday morning that they return to work that afternoon, that Mr. Stanley would be recalled for mediation/arbitration on Feb. 16, and that if a back-to-work protocol could not be negotiated by 6 p.m. on Feb. 16, Mr. Stanley would arbitrate the outstanding issues based on final offer selection.

MAFA members agreed to return to work because of the safeguard of compulsory binding arbitration at the end of the negotiating process on Wednesday.

A back-to-work protocol was negotiated on Feb. 16 except for the "signing bonus" which ultimately had to be arbitrated. The arbitrator found in MAFA's favour. All members of the bargaining unit would receive a special research grant of \$1,800 with a cash-out feature of a maximum of \$500 on each June 30 of the collective agreement.

This award was given in partial recognition of the extra work striking members would have through an extended teaching term for the 1998-99 academic year and for the subsequent encroachment on their research time.

In their written summation to the arbitrator on the issue of final offer selection on the signing bonus, the employer suggested the arbitrator could be changing the terms and conditions of employment of the new collective agreement by accepting either signing bonus proposal. This was effectively putting the arbitrator and MAFA on notice that the administration might subsequently mount a court challenge.

"We hope that common sense would prevail among the Board of Regents to accept an arbitrated settlement to which its administration was a willing party prior to the arbitration," said De Benedetti.

MAFA members had declared well before the start of the strike that they would accept binding arbitration to settle the outstanding issues. From the outset, the administration had refused the option of binding arbitration on the grounds they could not allow an outside party to determine a salary settlement that could jeopardize the future financial well-being of the university.

In accepting the Stanley Report of Feb. 12, the employer did in fact agree to binding arbitration to settle salaries for the remaining two years of the collective agreement.

"In this respect, they could have avoided the strike by accepting the principle of binding arbitration before the strike, as was asked of them by MAFA, the students, and the public," said De Benedetti.

The strike has ended but the conflict continues. The employer had agreed at the table to increase sabbatical salaries from 85 to 90 per cent, which it now denies. MAFA will send the issue to arbitration, and may launch an unfair labour practice before the New Brunswick Industrial Relations Board. ■



## L'Université bahá'í : L'ACPPU condamne les rafles iraniennes

Le président de l'ACPPU, Bill Graham, a condamné la tentative du gouvernement iranien de fermer l'institut d'enseignement supérieur bahá'í, le seul établissement d'enseignement postsecondaire de religion bahá'í d'Iran.

Créé en 1987, l'institut qui est aussi connu sous le nom de Bahá'í Open University, a été le théâtre de rafles massives de la part des forces de sécurité iraniennes l'année dernière. Des dirigeants bahá'ís au Canada ont signalé que plus de 30 professeurs avaient été arrêtés au cours de ces rafles commandées par le ministre de l'information, un service de renseignements du gouvernement iranien.

Les forces de sécurité ont également saisi des dossiers et de l'équipement des classes, des laboratoires et des bibliothèques éparpillés à travers l'Iran dans des maisons et des édifices privés. Avant les rafles, l'Open University comptait près de 1000 étudiants ainsi que des professeurs et des chargés de cours bénévoles.

Dans une lettre bien sentie adressée au gouvernement iranien, M. Graham a fait remarquer que ces actions contrevenaient de manière flagrante au *Pacte international relatif aux droits économiques, sociaux et culturels* des Nations-Unies dont l'Iran est un pays signataire. Les états parties à cet acte sont tenus de garantir que «l'enseignement supérieur doit être rendu accessible à tous en pleine égalité, en fonction des capacités de chacun, par tous les moyens appropriés». M. Graham enjoint le gouvernement de cesser d'exercer de la discrimination à

l'égard des membres de la communauté bahá'ie et de leur garantir l'accès à l'Open University ainsi qu'à d'autres établissements d'enseignement postsecondaire en Iran.

Depuis la révolution islamique en 1979, les fidèles de la religion bahá'ie ont souffert de persécution en Iran. Le document secret du gouvernement traitant de la question bahá'ie que le conseil suprême de la révolution culturelle a élaboré en 1991 et qu'une commission des droits humains des Nations-Unies a rendu public deux ans plus tard, expliquait les projets visant à marginaliser la communauté bahá'ie d'Iran. D'après le document, le gouvernement devait traiter avec eux de manière à stopper leur progrès et leur épanouissement. Le gouvernement devait les expulser des universités, soit au moment de leur admission, soit pendant leurs études, dès que leur appartenance au bahá'isme était connue.

Pour la communauté bahá'ie, la création de l'Open University était une tentative d'avoir accès aux études universitaires par l'entremise d'un système d'enseignement supérieur à part entière, complètement décentralisé et indépendant. Bien que la majorité des professeurs sont maintenant libérés, l'avenir de l'Open University demeure incertain. On continue de refuser l'accès des établissements d'enseignement postsecondaire aux bahá'ís. ■

Traduit de l'article «CAUT Condemns Iran's Raid on Bahá'í University», Bulletin, février 1999.

## Venturelli Wins Moral Victory

WHEN McMaster University's faculty of health sciences slashed noted pediatrician Dr. José Venturelli's salary, he didn't get mad, he filed a grievance. Dr. Venturelli claimed that the combination of a cut to his base salary and an imposed increase in clinical work undermined his ability to engage in teaching and research, the core functions of an academic.

However, for a grievance to succeed at McMaster there must be a violation of "a duly enacted policy or established practice." Although the panel hearing his case acknowledged that Dr. Venturelli's academic work was seriously threatened, it found that the university had no established benchmark setting the proper ratio of time spent in clinical and academic duties. Without the vio-

lation of a specific policy or practice, the grievance could not succeed.

But the panel did have supportive words for Dr. Venturelli. They found the budgetary decisions at issue were threatening the ability of clinical faculty members to engage in teaching and research. In a strongly worded concluding statement, the judgement warned the faculty of health sciences it must "seek avenues of change with respect to how it is financed, in order that this erosion of academic rights and freedoms ceases."

Armed with this vindication, Dr. Venturelli and his supporters are now planning their political campaign to ensure that the teaching and research rights of clinical faculty are protected. ■

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## Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

## AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long

as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin* or *Academe* citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*.

### AAUP LIST OF CENSURED ADMINISTRATIONS

GROVE CITY COLLEGE PENNSYLVANIA	March 1963(1S-24)	1963
AMARILLO COLLEGE TEXAS	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE TEXAS	December 1968(433-38)	1969
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 1975(30-38)	1975
CONCORDIA SEMINARY MISSOURI	April 1975(49-59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60-64)	1975
MURRAY STATE UNIVERSITY KENTUCKY	December 1975(322-28)	1976
BLINN COLLEGE TEXAS	April 1976(83-94)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES IOWA	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COUNTY COMMUNITY COLLEGE ARKANSAS	May 1978(93-98)	1978
WINGATE COLLEGE NORTH CAROLINA	May 1978(240-50)	1979
OLIVET COLLEGE MICHIGAN	April 1980(140-50)	1980
NICHOLS COLLEGE MASSACHUSETTS	May 1980(207-12)	1980
YESHIVA UNIVERSITY NEW YORK	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE MASSACHUSETTS	May-June 1983(42-46)	1983
ILLINOIS COLLEGE OF OPTOMETRY	November-December 1982(17a-23a)	1984
METROPOLITAN COMMUNITY COLLEGES MISSOURI	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
SOUTHWESTERN ADVENTIST COLLEGE TEXAS	January-February 1985(1a-9a)	1985
TALLAPOOSA COLLEGE ALABAMA	May-June 1986(8a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY OKLAHOMA	November-December 1986(7a-11a)	1987
THE CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSON COLLEGE MAINE	May-June 1987(45-50)	1987
HILLSDALE COLLEGE MICHIGAN	May-June 1988(29-33)	1988
UNIVERSITY OF JUDAISM CALIFORNIA	May-June 1988(34-40)	1988
MARYLAND INSTITUTE COLLEGE OF ART SOUTHEASTERN BAPTIST	May-June 1988(49-54)	1988
THEOLOGICAL SEMINARY NORTH CAROLINA	May-June 1989(35-45)	1989
ALABAMA STATE UNIVERSITY	May-June 1989(46-56)	1989
CONCORDIA THEOLOGICAL SEMINARY INDIANA	May-June 1989(57-67)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
SAINT LEO COLLEGE FLORIDA	November-December 1989(34-40)	1990
NEW YORK UNIVERSITY	May-June 1990(49-56)	1990
DEAN JUNIOR COLLEGE MASSACHUSETTS	May-June 1991(27-32)	1992
WESLEY COLLEGE DELAWARE	May-June 1992(24-36)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY CALIFORNIA	May-June 1992(42-49)	1992
CLARKSON COLLEGE NEBRASKA	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE SOUTH CAROLINA	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE SOUTH CAROLINA	May-June 1994(37-46)	1994
NYACK COLLEGE NEW YORK	September-October 1994(73-79)	1995
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ESSEX COMMUNITY COLLEGE MARYLAND	May-June 1995(40-50)	1995
STEVENS INSTITUTE OF TECHNOLOGY NEW JERSEY	May-June 1995(51-56)	1995
ST. BONAVENTURE UNIVERSITY NEW YORK	July-August 1995(65-73)	1996
UNIVERSITY OF SOUTHERN CALIFORNIA	November-December 1995(40-51)	1996
GARLAND COUNTY COMMUNITY COLLEGE ARKANSAS	May-June 1996(41-46)	1996
SAINT MEINRAD SCHOOL OF THEOLOGY INDIANA	July-August 1996(51-60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1997(53-58)	1997
BRIGHAM YOUNG UNIVERSITY	September-October 1997(52-71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May-June 1998(46-55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998(56-62)	1998

## Federal Budget Misses the Mark

From PAGE 1

the economy will continue to decline to its lowest level in 50 years and will continue to fall further in fiscal 2000. Labelling Martin a big spender might make a good sound bite, but as a statement of fact it is simply wrong.

The budget also announced an important change to how the Canada Health and Social Transfer (CHST) will be administered. The CHST, which provides federal funding to the provinces for health, post-secondary education and social assistance, will be allotted on a per capita basis within three years. Currently, the distribution of CHST funds varies because of limits that had been applied to Ontario, Alberta and BC under earlier funding arrangements. Those three provinces will be the big winners in the move to equal per capita funding — Ontario alone is expected to cash in on an additional \$1 billion in the next two years.

The changed formula, while intended to resolve some of the unfairness in the CHST, raises other problems. While no province will "lose" under the new formula, the wealthier provinces will get a larger share of CHST increases. The loud cries heard in Quebec in recent weeks are in protest of this.

The new per capita formula may be unfair in another area too: it ignores the different needs of different provinces. Under the proposed plan, Newfoundland will now receive the same per capita transfer to pay for social assistance as Alberta. But Newfoundland has far higher levels of poverty and greater rates of social assistance recipients. The same could equally be said for provinces that have higher post-secondary education participation rates: no matter what the demands on programs are, all provinces will be given the same CHST per capita transfer.

On a slightly more positive note, the budget did increase funding for research by \$1.4 billion over 3 years. To put that figure into perspective, however,

Martin's announced tax cuts will cost the federal treasury about \$1.5 billion in the first year alone.

Included in the new research spending is an additional \$200 million for the Canadian Foundation for Innovation, \$430 million for the Canadian Space Agency, \$95 million for the Canadian Institute for Health Information, and \$140 million over two years to establish the Canadian Institutes of Health Research. Both SSHRC and NSERC also receive modest but desperately needed funding increases.

While the extra money is certainly welcome, there are two reasons to be cautious. First, much of the new funding is tied to private sector partnerships, raising renewed concerns about academic freedom and research independence.

Secondly, the new money is simply no substitute for core funding of Canada's universities and colleges. Post-secondary education, along with social assistance and employment insurance, has borne the brunt of Martin's fiscal belt tightening. The Finance Minister's refusal to restore the severe cuts he made to these programs is particularly unsettling given the fiscal room he enjoys. Even the most conservative forecasters admit that Martin is looking at a surplus of \$10 billion in fiscal 1999, more than enough to offset the \$3.7 billion slashed from higher education and social assistance since 1995.

It's hard, then, to understand the angry rhetoric emanating from business groups. Martin's 'new' spending is nothing less than miserly. He could have easily allocated at least 3 times as much to the task of rebuilding our social infrastructure than he did — without jeopardizing the coveted balanced budget.

Even though the fiscal crisis that allegedly motivated the severe cuts in programs is over, Martin's latest budget actually continues down the same path of downsizing and retrenchment. For that, there may yet still be joy on Bay Street. ■



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# Unionized Faculty in BC Negotiate New Harassment Language for Colleges

By KEITH REYNOLDS

**M**OST educators in British Columbia's colleges, university colleges and institutes now have new contract language to help them deal with harassment issues.

The new provisions provide the faculty of the province's post-secondary institutions with a common set of procedures to use if a complaint of harassment is made. They were negotiated as part of a province wide agreement on common issues between employers and the two unions involved, the College Institute Educators' Association (CIEA) and the BC Government and Service Employees Union.

## Problems in the System

Prior to the new agreement, harassment complaints in the college system were dealt with by a hodgepodge of policies and procedures that were different at each institution. CIEA President Ed Lavalley said his union had found a number of critical weaknesses in the system that protected neither a person making an accusation nor the accused.

Some of the problems Lavalley identified included a lack of training for investigators, a lack of due process, and issues around confidentiality and privilege. CIEA had also raised concerns that proceedings from internal investigations should not be used in subsequent discipline arbitrations. Arbitrators have ruled both ways on this issue.

Investigations had also been inconsistent among the institutions. In some cases harassment officers had been involved, while in others outside investigators had been engaged to collect facts. In some cases faculty members had been questioned in an investigation without the benefit of a union representative present. On other occasions, CIEA members had been asked to sit on internal tribunals to "judge" other CIEA members.

## New Provisions

The new contract language commits the two parties to working towards a harassment free institution but acknowledges that it is the employer's responsibility, under BC's Human Rights Code, to prevent harassment and to provide procedures to handle complaints and resolve problems where harassment has occurred. The new provision commits the employer to offering training programs designed to prevent harassment.

The contract contains a Statement of Commitment acknowledging that harassment violates fundamental rights. It commits the par-

ties to provide "a working and learning environment that allows for full and free participation of all members of the institutional community." It acknowledges that harassment is a serious offence and may be cause for disciplinary sanctions.

Harassment is defined as discrimination on one or more of the prohibited grounds under the BC Human Rights Code. It specifically identifies sexual harassment as an activity that interferes with another person's participation in the institution, leads to or implies employment or academic consequences for the person harassed, or which creates a poisoned environment.

The new provisions do not deal with the complicated issue of "personal harassment." The law regarding this form of harassment, often verbal abuse from a supervisor to a subordinate, is still developing. It remains to be dealt with under local agreements between local unions and their institutions.

The contract states that mediation is the recommended level of resolution to a conflict. Both a complainant and an alleged harasser must agree to mediation. If they do, the local parties to a complaint agree on who will conduct the mediation. The process is confidential and the parties must agree in writing to any possible resolution. No record is kept of the mediation except a copy of the agreement that is kept on an employee's file for 12 months. It may be kept longer if another complaint is filed in that 12-month period.

If the parties do not agree to mediation, or if mediation fails, the next step is investigation. An investigator is chosen from a list of people previously agreed to by the local parties. If there is no agreement, an investigator is appointed by the Joint Administration and Dispute Resolution Committee, a provincial body created under the contract.

The job of the investigator is to determine the facts, although they may also attempt mediation between the parties. All persons quoted in the investigator's report must be named and all parties receive a copy of the investigator's report.

The report may not be used as evidence in arbitration or other legal procedure; however, it may form the basis for an agreed Statement of Fact for arbitration. It may also be used as evidence that the institution acted in good faith in a disciplinary action. The investigator may not be compelled as a witness in an arbitration or other procedure that arises under the

contract. The report is not placed on an employee's file.

The contract allows the investigator to make recommendations but does not compel them to do so. Within ten days of receiving the investigator's report, the employer must make a written determination based on the facts or possible recommendations. They must state the action to be taken or, where appropriate, provide a statement of exoneration.

Nothing in this process diminishes the employer's right to take disciplinary action or the union's right to grieve such actions.

## Concerns over the Process

Some concerns have been raised about the new process. Specifically, the unions argued that an investigator should speak only to the facts and not make recommendations. The employers, however, insisted on this provision, which was included during negotiations.

As with any new procedure, it will be up to the parties to make these common procedures work when there are charges of harassment. The new common procedures, however, offer increased fairness both for people who may make a complaint and for people who may have to face a complaint. ■

(Keith Reynolds is Staff Representative, Research and Communications at CIEA of BC.)

This article outlines the harassment procedures negotiated for BC's college sector. The specific language of the contract may be found at <http://www.vcn.bc.ca/ciea>

CIEA is an independent union representing 7,000 faculty and staff in 20 localities at colleges, university colleges, institutes, agencies, and private institutions in British Columbia, and holds special provincial associate membership in CAUT.

## Committee of Inquiry Appointed in Thorpe Case

CAUT's Academic Freedom and Tenure Committee has composed a Committee of Inquiry to investigate the Thorpe case at Mount Allison University. The committee members are Bernice Schrank from Memorial and Roger Gannon, recently retired from York. Both are former chairs of the AF&T Committee. They will look into the treatment of Professor Thorpe by the administration at Mount Allison after his retirement.

For background see *Bulletin* June 1998, January 1999.

## New Stamp Marks Golden Anniversary for UBC Museum of Anthropology

On Mar. 9 Canada Post

issued a commemorative stamp to mark the 50-year anniversary of the establishment of the University of British Columbia's Museum of Anthropology. The six colour stamp shows The Raven and the First Men by Haida artist Bill Reid and an exterior shot of the spectacular museum building by UBC alumni and award-winning Canadian architect Arthur Erickson.



Museum Director Dr. Ruth Phillips speaks for all staff in calling the stamp "a great tribute to the past and future achievements of the museum." UBC's Museum of Anthropology is Canada's largest teaching museum, and houses more than 250,000 ethnographic and archaeological objects. The museum has won international recognition for its work in promoting understanding of and respect for world cultures.

Stamps and first day covers are available from participating postal outlets or by mail order from the National Philatelic Centre 1-800-565-4362. Stamp information is also available at [www.canadapost.ca](http://www.canadapost.ca).

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## NEWS · ACTUALITÉS

# SSHRC Launches Pilot Project for Research Alliances

THE Social Sciences and Humanities Research Council of Canada (SSHRC) is launching a pilot program to help organizations within communities and university institutions combine forces and tackle issues they have identified as being of common, priority concern. SSHRC will provide core funding for a limited number of Community-University Research Alliances (CURAs) to support a diverse range of innovative research, training and related activities that will:

(1) Enhance mutual learning and horizontal collaboration between community organizations

and universities;

(2) Contribute to the social, cultural and/or economic development of communities;

(3) Enrich research, teaching methods and curricula in universities, and reinforce decision-making and problem solving capacity in the community; or

(4) Enhance students' education and employability through diverse opportunities to build their expertise and workforce skills in an appropriate research setting.

Two competitions are scheduled (one in 1999-2000 and one in 2000-2001) to fund up to 16 CURAs (each to receive up to \$200,000 per

year for three years, renewable subject to various conditions). Continuation of the program will depend on results of the pilot period and the status of SSHRC's budget. Applications must be submitted jointly by one or more university(ies) and at least one or more organization(s) from the community. All Canadian universities are eligible to apply. Applicants must submit a letter of intent jointly with their partners by April 1, 1999. ■

For additional information on CURAs: e-mail [cura@sshrc.ca](mailto:cura@sshrc.ca); [www.sshrc.ca/programinfo/grantsguide/cura.html](http://www.sshrc.ca/programinfo/grantsguide/cura.html).

# Committee Struck to Study Performance Indicators

THE Humanities and Social Sciences Federation of Canada has begun an 18-month project on the role of "performance indicators" (PIs) in the humanities and social sciences.

Using funds provided by the SSHRC, a new Federation Advisory Committee on Performance Indicators will begin by sponsoring research projects to survey the uses of PIs in universities in Canada and elsewhere, particularly with reference to the social sciences and the humanities. Members of the Advisory Committee on Performance Indicators are Dr. Louise Robert (HSSFC/project chair), Dean Marian Binkley (Dalhousie), Prof. Guy Berthiaume (UQAM), Dean Kate McCrone (Windsor), Dr. Michael Owen (Ryerson/HSSFC), Dean Raymond Currie (Manitoba), Prof. Claire Polster (Regina), and Prof. Bill Brueneau (UBC).

At a later stage, the project will undertake extensive critical

and analytical studies of PIs, to assess their utility or disutility, to judge their long- and short-term impacts in research and teaching in the humanities and social sciences, and to recommend a policy on PIs to the Federation, and possibly to the SSHRC.

At its first meeting on March 1, the Committee decided to invite proposals for studies of the published research on four topics. The first is for a survey of the quantitative and qualitative information that Canadian universities provide when asked to provide government or outside agencies with "performance data." The study will also survey the information universities gather on their own, to show the value of teaching and research, especially in the media or in other public campaigns.

The second study will be a survey of recent publications on the effects of PIs on post-secondary education in New Zealand, Australia, the United Kingdom,

the United States, and elsewhere, as appropriate.

The third study will be a summary of recent work showing how the humanities and social sciences have significant impacts on the political, social, and cultural life in various jurisdictions (including PIs that might demonstrate that impact).

The fourth study will be a review of published work on links between PIs, and various movements such as Total Quality Management and Comprehensive Auditing, among others. ■

CAUT members, or their graduate students, interested in submitting a proposal for one of the studies should contact Dr. Louise Robert, Executive Director, HSSFC (e-mail: [robert@hssfc.ca](mailto:robert@hssfc.ca); tel. 613.238.6112, ext. 302) for details about timing, funding, and the appropriate form of proposals to the HSSFC. Deadline for proposals is April 15, 1999. The Federation will grant up to \$2,500 to support each study. Successful applicants will be notified by May 1, 1999. Deadline for completed projects is August 15, 1999.

# U of A Defends Academic Freedom

UNIVERSITY of Alberta President Rod Fraser said he would not stop debate on controversial issues because of criticism from Alberta Premier Ralph Klein.

Klein wrote to Fraser on March 5 complaining about a conference on poverty sponsored by the Parkland Institute, a think-tank based at the university. In his letter, Klein said "I am dismayed to see yet another one-sided and ideologically biased attack on the generosity of Albertans by the factually challenged Parkland Institute."

"The Institute, which is associated closely and housed within the University of Alberta, appears dedicated to the manipulation and

misuse of statistics to spread its apparent doctrine that Alberta is bad," Klein continued.

Fraser said he has never received a letter like this from the provincial government which supplies a large part of the university's funding.

"Mr. Klein does not act as if he's operating in a democracy," said Gordon Laxer, a professor of sociology at the University of Alberta and director of the Parkland Institute. "Mr. Klein's attempts to intimidate and stifle debate is more the kind of thing you would expect in a dictatorship than in a democracy."

Tory MLA Mary O'Neill, one of the panellists at the conference,

described the conference as excellent, saying it brought people together to discuss solutions to poverty.

University of Alberta Chancellor Lois Hole said the Institute was using the democratic system to make people think. "It is trying to make people aware that there are poor people out there."

Another conference participant, the Rev. Bill Phipps, moderator of the United Church of Canada, said it is unbelievable that the premier would write such a letter, calling it "disgraceful."

Mr. Klein's Minister of Social Services declined an invitation to speak at the conference. ■



# Le tour de passe-passe du ministre fédéral des Finances

*Les critiques ont tort de dire que le budget ouvre la porte aux dépenses. En réalité, les investissements sont moindres que prévu.*

La cuvée 1999 des budgets de Paul Martin a fait bailler d'ennui. La plupart des détails ont été minutieusement révélés aux médias et étaient largement connus des semaines avant même que le ministre des Finances ait choisi une nouvelle paire de chaussures.

Malgré le contenu prévisible du budget, la fureur qu'il a suscitée chez le puissant lobby du milieu des affaires a de quoi surprendre. Les gens d'affaires l'ont vertement critiqué d'avoir refusé d'accorder leurs appels en faveur de plus grosses compressions fiscales et de la réduction de la dette. Pour eux, le ministre des Finances avait quitté ses habits d'austérité pour revêtir ceux de l'extrême prodigalité de jadis.

En apparence, ils semblaient avoir marqué un point. Après tout, M. Martin n'a-t-il pas prétendu que le fédéral injecterait des milliards de dollars dans les soins de santé. On a avancé régulièrement le chiffre de 11,5 milliards de dollars. Bien que cette somme soit impressionnante à prime abord, elle représente cependant la hausse cumulative des paiements de transfert aux provinces au titre de l'assurance-maladie pour les cinq prochaines années. Si M. Martin avait vraiment voulu ouvrir ses goussets, il aurait tout aussi bien pu dire que les Libéraux dépenseraient 100 milliards de dollars sur 50 ans. Il aurait certainement ainsi fait frissonner jusqu'aux os les conseils d'administration de l'entreprise privée du pays.

Il importe de constater, toutefois, que M. Martin fait un tour de passe-passe en voulant montrer qu'il réinvestit beaucoup plus dans la santé qu'il ne le fait en réalité. De fait, si on le rajuste en fonction de l'inflation et de la croissance démographique, le soi-disant budget de la santé augmentera les dépenses par habitant de moins de 2 p. 100 par année. Par conséquent, la part des dépenses publiques totales pour les soins de santé tout en augmentant à l'exercice de 1999 recommencera à diminuer l'année suivante. Après avoir fait une saignée dans les soins de santé, il y met maintenant un pansement.

D'autres programmes connaissent un sort pire. Malgré un excédent budgétaire gonflé, les sommes soustraites aux transferts au titre de l'enseignement postsecondaire et des services sociaux n'ont pas été rétablies. Les dépenses totales de programmes en proportion de l'économie continueront de fléchir à son niveau le plus bas en 50 ans en dépit d'une

modeste hausse du financement de la santé. Cette baisse se poursuivra pendant l'exercice de l'an 2000. En qualifiant le ministre Martin de grand dépensier on montre peut-être que l'on a des dents mais, dans les faits, on a tort.

Le budget a également annoncé une modification importante de l'administration du Transfert canadien en matière de santé et de programmes sociaux (TCSPS). Ce transfert, par lequel le fédéral verse aux provinces des crédits au titre de la santé, de l'enseignement postsecondaire et de l'assistance sociale, sera le même montant par habitant pendant trois ans. À l'heure actuelle, la répartition des crédits du TCSPS varie à cause de limites appliquées à l'Ontario, à l'Alberta et à la Colombie-Britannique en vertu d'ententes de financement antérieures. Ces trois provinces sortent les grandes gagnantes de la nouvelle formule de financement égal par habitant. L'Ontario seulement s'attend à toucher un milliard de dollars supplémentaires au cours des deux prochaines années.

Bien qu'elle vise à résoudre certaines des inégalités du TCSPS, la nouvelle formule soulève d'autres problèmes. Aucune province ne sera perdante mais les provinces les plus riches recevront une plus large part des hausses du TCSPS. Les tollés de protestation entendus au Québec au cours des dernières semaines sont en réaction à cette constatation.

La nouvelle formule par habitant peut aussi être injuste à un autre égard : elle ne tient pas compte des besoins différents de chaque province. Ainsi, en vertu des mesures proposées, Terre-Neuve touchera le même montant par habitant pour l'aide sociale que l'Alberta. On sait cependant que Terre-Neuve possède un taux de pauvreté beaucoup plus élevé et le plus grand nombre de prestataires de l'aide sociale. On peut dire de même pour les provinces ayant le plus grand nombre d'inscriptions dans les établissements d'enseignement postsecondaire. En somme, peu importe les besoins, toutes les provinces recevront le même montant par habitant au titre du TCSPS.

D'un point de vue plus positif, les mesures budgétaires prévoient une hausse du financement de la recherche de 1,4 milliard de dollars sur trois ans. Cependant, si l'on met les choses en perspective, les compressions fiscales annoncées coûteront au trésor fédéral environ 1,5 milliard de dollars pour la première année seulement.

Des crédits supplémentaires de 200 millions de dollars seront affectés à la Fondation canadienne pour l'innovation. L'Agence spatiale canadienne recevra 430 millions de dollars et l'Institut canadien d'information sur la santé, 95 millions de dollars. Pendant deux ans, 140 millions de dollars seront injectés dans la création des Instituts canadiens de recherche en santé. De plus, le CRSH et le CRSNG auront droit à une hausse modeste mais combien nécessaire de leurs crédits.

Bien que ces sommes supplémentaires soient certainement accueillies avec satisfaction, il importe d'être prudent pour deux raisons. D'abord, une bonne partie des nouveaux fonds sont liés à des partenariats avec le secteur privé, ce qui soulève à nouveau le problème de la liberté universitaire et de l'indépendance de la recherche.

En deuxième lieu, les nouveaux fonds ne remplacent aucunement le financement de base des universités et des collèges du Canada. L'enseignement postsecondaire ainsi que l'assistance sociale et l'assurance-emploi ont soutenu le plus gros des mesures d'austérité du ministre Martin. Son refus de ramener les sommes qu'il a soustraites à ces programmes à la suite de ses coupes sombres est particulièrement inquiétant compte tenu de la marge de manœuvre financière dont il jouit. Même les prévisionnistes les plus conservateurs admettent que M. Martin s'attend à un excédent budgétaire de 10 milliards de dollars pour l'exercice financier de 1999, plus qu'il n'en faut pour compenser la ponction de 3,7 milliards de dollars faite à l'enseignement postsecondaire et à l'assistance sociale depuis 1995.

Il est donc difficile de comprendre le courroux du milieu des affaires. Les «nouvelles» dépenses du ministre Martin sont à faire pleurer, rien de moins. Il aurait pu facilement affecter au moins trois fois plus à la reconstruction de nos infrastructures sociales sans mettre en péril le budget équilibré convoité.

Même si la crise fiscale qui a motivé, semble-t-il, les coupes sombres dans les programmes est terminée, le dernier budget de M. Martin maintient la tendance à la rationalisation et à l'abolition de programmes. Pour cette raison, on continuera de se réjouir sur la rue Bay. ■

Traduit de l'article «Paul Martin's Shell Game».

## Allègement fiscal pour l'an 2000

Les contribuables canadiens peuvent bénéficier d'un certain nombre d'encouragements fiscaux pour faire face au bogue de l'an 2000 : (1) Les petites entreprises non constituées en société ont droit à une déduction complète pour l'achat d'équipement informatique et de logiciels entre janvier 1998 et juin 1999 visant à remédier au bogue de l'an 2000. (2) Cette déduction comprend le remplacement de puces d'ordinateur mais ne s'applique pas à la mise à niveau. (3) Pour être admissibles à ces encouragements fiscaux, les contribuables doivent choisir de recourir à la déduction pour amortissement accéléré pour les dépenses engagées dans le but de se conformer à l'an 2000. Pour ce faire, les contribuables doivent joindre à leur déclaration une lettre décrivant le bien acheté, son coût et la date d'achat. Le document doit aussi décrire l'équipement remplacé.

Source : Robertson Hill Parker Prins, *Business Matters*, octobre 1998. Traduit de l'article «Y2K Tax Relief», *Bulletin*, février 1999.

## La formation à distance à l'Université Acadia

En vertu des nouveaux contrats des professeurs de formation à distance, le droit d'auteur du matériel de cours doit demeurer la propriété de l'université. De plus, les professeurs seront tenus de dispenser le cours pendant au moins trois ans et ne pourront les modifier que légèrement au besoin. Selon Dianne Looker, membre de l'exécutif de l'AUF, ces nouveaux contrats sont inacceptables et s'attaquent à l'autonomie et aux droits de propriété intellectuelle des professeurs. L'AUF rencontrera l'administration vers le 15 mars pour exiger le retrait des dispositions litigieuses.

Résumé de l'article «Rights Threatened at Acadia».

## L'ACPPU nomme un comité d'enquête à Mount Allison

Le Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPPU a formé un comité pour enquêter sur l'affaire Thorpe à l'Université Mount Allison. Les membres du comité sont Bernice Schrank, de l'Université Memorial, et Roger Gannon qui a quitté récemment l'Université York pour prendre sa retraite. Ils sont tous les deux d'anciens présidents du CLUPE. Ils enquêteront sur la façon dont le professeur Thorpe a été traité par l'université après qu'il a pris sa retraite.

Pour avoir plus d'information, consultez les numéros de juin 1998 et de janvier 1999 du *Bulletin*.

Traduit de l'article «Committee of Inquiry Appointed in Thorpe Case».

## Announcing the Next Innovation in Scholarly Publishing

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Please call Catherine Travelle or Marilyn Miller at 416-929-2774, extension 27 or 29. Or visit our website at [www.cspi.org](http://www.cspi.org).



## Students Launch Access 2000 Campaign

STUDENTS across the country are participating in sit-ins, strikes, and petition campaigns in opposition to rising tuition fees and soaring student debt.

"Students are angry," said Elizabeth Carlyle, National Chairperson of the Canadian Federation of Students. "They're fighting back by taking action on their campuses and in the community."

On Feb. 4, students in St. John's occupied a local office of Human Resources Development Canada and a week later Carleton University Students marched on campus and occupied the university's president office for 24 hours after he had announced a tuition fee increase for next year. During the Carleton occupation Dr. Van Loon, president of Carleton University, agreed to write a letter to Premier Harris demanding that his government reinvest in core funding of post-secondary institutions.

On Feb. 11 students at the Nova Scotia College of Art and Design staged a one-day strike.

In mid-February students at Trent protested the university's attempt to reduce and weaken student representation on senate. Also, the closing of one of Trent's colleges is being considered by the administration as a result of underfunding.

In Toronto students demonstrated on Feb. 24 in solidarity with the Bell Canada operators and to educate the public on corporatization of post-secondary education. The Chair of the Canadian Millennium Scholarship Foundation, Jean C. Monty, is also CEO of Bell Canada. On the same day, students from Québec protested on Parliament Hill.

Students at Lakehead University participated in a Day of Action

on Feb. 25 to raise awareness of the major issues facing students and to send a strong message: Freeze the Fees. Students at Lakehead chose to mobilize that day because the board of governors were meeting to discuss tuition fee increases and students protested at the meeting also. Unfortunately the motion to increase tuition fees passed but a new policy which would allow any students to attend the board of governors meeting was adopted.

In the weeks leading up to the federal budget students in British Columbia sent postcards to both Paul Martin and Jean Chrétien asking them to reinvest in post-secondary education and to implement a national system of grants now.

Students at Laurentian University have voted in favor of March 23 strike action if a tuition fee increase is announced by the university for the 1999-2000 year.

The Canadian Federation of Students held a press conference on March 9 to launch a court challenge under section 15 of the Canadian Charter of Rights and Freedoms. The challenge cites the discriminatory nature of the *Bankruptcy and Insolvency Act* which prohibits former students from declaring bankruptcy on the student loan debt for ten years after leaving school. Also on that day, the Federation co-hosted the book launch of *Enter at Your Own Risk* (youth in today's Labour market).

Students in Québec are again planning a Day of Action to be held on March 24.

Cross-country events in February and March are part of the Canadian Federation of Students' Access 2000 campaign for higher education. ■

## PIs Are a Growing Danger

*Under a system of performance indicators (PIs) the threat to university autonomy escalates.*

By BILL BRUNEAU

PERFORMANCE indicators have, of course, been with us for decades. Before the 1980s, they took the form of detailed statistics on finance and enrolment in the nation's universities. Somewhere in government (usually this meant the provincial government), someone read "the numbers," and public funding was eventually released.

After the early 1980s, PIs acquired unprecedented influence in government decision making. The new PIs "movement" started in the community colleges in British Columbia and Alberta, which found themselves under the increasingly insistent scrutiny of chartered accountants and government bureaucrats. From the colleges, the movement spread quickly to universities and into the schools. Meanwhile, PIs gained enough popularity that the annual

Maclean's survey of Canadian universities has become a bestseller.

CAUT realized in the mid-1990s that PIs posed a threat to university autonomy — but also might be an opportunity.

The threat was clear enough. Under a system of PIs, universities were to shape their curricula and their teaching to ensure maximum student employability, and to increase student satisfaction levels. Meanwhile, university funding was rapidly declining, and PIs gave governments a convenient way of deciding which institutions and which programs they would fund.

Our opportunity: to show the public the immediate and negative consequences of increased intervention, by accountants or by government functionaries. We thought we might be able to offer indicators that would not threaten autonomy, that would respect collective agreements (for example,

not interfering with promotion and tenure procedures), and that would draw attention to the persistent underfunding of the system.

Unfortunately, since the late 1990s, PIs have gone another step. They've attracted the attention of the private sector, which sees in PIs an easy way to force quick changes in the curriculum and teaching in universities and colleges. PIs have become even more popular in provinces such as Alberta, where significant amounts of funding are decided on the basis of PIs.

Given the latest flood of developments, CAUT may want to review its policy and strategy on PIs. The work of the new HSSFC Advisory Committee on PIs, on which CAUT sits, will inform that review, and give us a leg up as we begin ... again. ■

(Bill Bruneau is past president of CAUT.)

## Le CRSH lance un programme pilote

LE Conseil de recherches en sciences humaines du Canada (CRSH) lance un programme pilote afin d'aider les organismes qui oeuvrent au sein des communautés et les universités à unir leurs forces et à s'attaquer à des problèmes qu'ils considèrent comme des sujets prioritaires communs. Le CRSH accordera un financement de base à un nombre limité d'«Alliances de recherche universités-communautés» (ARUC) afin d'appuyer une série d'activités de recherche, de formation et de communication novatrices et variées qui :

- (1) Accentueront l'apprentissage mutuel et la collaboration horizontale entre des organismes de la communauté et des universités;
- (2) Contribueront au développement social, culturel et (ou) économique des communautés;
- (3) Enrichiront la recherche, les méthodes d'enseignement et les programmes dans les universités et renforceront la capacité de prendre des décisions et de résoudre les problèmes dans la communauté;
- (4) Rehausseront la formation et l'employabilité des étudiants en

leur donnant diverses possibilités d'acquérir des connaissances et des compétences professionnelles dans un cadre de recherche pertinent.

Deux concours sont prévus (l'un en 1999-2000 et l'autre en 2000-2001) afin d'appuyer jusqu'à 16 ARUC (chacune d'elles recevant jusqu'à 200 000 \$ par année pendant trois ans, ce montant étant renouvelable à diverses conditions). La poursuite du programme dépendra des résultats obtenus durant la phase pilote et du budget du CRSH. Pour être admissibles, les demandes doivent être présentées conjointement par une ou plusieurs universités et au moins une organisation de la communauté.

Toutes les universités canadiennes sont admissibles au programme. Les candidats admissibles doivent présenter une lettre d'intention de concert avec leurs partenaires avant le 1<sup>er</sup> avril 1999. ■

On peut obtenir des renseignements supplémentaires sur les ARUC : [cura@sshr.ca](mailto:cura@sshr.ca); [www.sshrc.ca/francais/renseignements/guidesubventions/aruc.html](http://www.sshrc.ca/francais/renseignements/guidesubventions/aruc.html).

Traduit de l'article «SSHRC Launches Pilot Project for Research Alliances».

## Rights Threatened at Acadia

THE Acadia University Faculty Association (AUFA) has expressed serious concern about language in new contracts for faculty teaching distance education courses.

The proposed contracts ask faculty to agree that "copyright of all course material will remain with Acadia University and the Division of Continuing and Distance Education. The course developer may use course material for publication in the form of textbooks, courseware, manuals, etc. with the permission of the Division of Continuing and Distance Education." (emphasis added).

Further, the faculty member would be obligated to "offer the course for a minimum of three years with only minor revisions where necessary; any other changes to the course during this period must be approved by the Director, Division of Continuing and Distance Education."

Dianne Looker, a member of the AUFA Executive who first became aware of the university administration's new distance education contracts said she was surprised and angered.

"This is a direct attack on the autonomy and intellectual property rights of faculty. It is simply unacceptable," said Looker.

Representatives of AUFA will be meeting with the university administration during the week of March 15 to insist the proposed contract be rewritten to remove the objectionable clauses. ■

### 1999 3M TEACHING FELLOWSHIPS

**Call for Nominations**  
The Society for Teaching and Learning in Higher Education (STLHE) and 3M Canada Inc. are pleased to announce the continuation of the 3M Fellows Program with up to 10 awards for 1999.

**The Award**  
• a citation of excellence in recognition of exemplary contributions to teaching and learning.  
• A 3-day retreat at Chateau Montebello. All expenses are paid as part of the award.

**Eligibility**  
• Open to any individual teaching at a Canadian university regardless of discipline or level of appointment.

**Criteria for the Award**  
• Excellence in teaching over a number of years principally (but not exclusively) at the undergraduate level, and  
• commitment to the improvement of university teaching within the candidate's own institution and perhaps beyond.

**Nomination Procedure**  
• A standard nomination form is required.  
• Nomination forms are available from the Office of the Vice-President (Academic), or directly from:

STLHE/SAPES  
c/o Instructional Development Centre  
General Sciences Bldg., Room 217  
McMaster University  
Hamilton, Ontario L8S 4K1  
(905) 625-9140 ext. 24540

**Nomination Deadline:**  
May 14, 1999

### PRIX DE RECONNAISSANCE PROFESSIONNELLE 3M - 1999

**Mise en candidature**  
La Société pour l'avancement de la pédagogie dans l'enseignement supérieur (SAPES) et 3M Canada Inc. sont heureuses d'annoncer qu'elles poursuivent le Programme de reconnaissance professionnelle et que, cette année, elles décerneront jusqu'à 10 prix.

**Le prix**  
• une mention d'excellence en reconnaissance de contributions exceptionnelles dans les domaines de l'enseignement et de l'apprentissage.  
• un séjour au Chateau Montebello, toutes dépenses payées (3 jours).

**Admissibilité**  
• Est admissible toute personne qui enseigne dans une université canadienne, quels que soient sa discipline et son poste.

**Critères de sélection**  
• Avoir fait preuve d'excellence en enseignement depuis un certain nombre d'années particulièrement «mais non exclusivement» au niveau du premier cycle.  
• Se dévouer à l'amélioration de l'enseignement universitaire dans sa propre institution, et peut-être même au-delà.

**Comment poser sa candidature**  
• Il faut utiliser le formulaire officiel de mise en candidature.  
• On peut se procurer le formulaire au Cabinet du vice-recteur à l'enseignement ou directement à la SAPES à l'adresse et au numéro de téléphone mentionnés ci-dessous.

**Date limite pour la présentation des candidatures :** le 14 mai 1999

## DONNEZ À QUELQU'UNE DEUXIÈME CHANCE!

Au mois de mars, le mois du rein, donnez généreusement lorsqu'un bénévole de la Fondation du rein frappera à votre porte.

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# CAREERS

## ADMINISTRATION

**UNIVERSITY OF NEW BRUNSWICK** — Faculty of Administration, Human Resource Management. Applications are invited for a tenure-track position of Assistant or Associate Professor in the area of Human Resource Management commencing July 1, 1999. The successful candidate will hold a doctorate in the field of Industrial Relations (ABR) will also be considered and in addition will have teaching capabilities in the field of Human Resource Management. Salary will be commensurate with qualifications and experience. Applications will be accepted until the position has been filled. Please forward Curriculum Vitae along with the names and addresses of three references to: Dr. Farhad Simay, Dean, Faculty of Administration, University of New Brunswick, PO Box 4400, Fredericton, NB E3B 5A3; E-Mail: simayf@unb.ca; Web: fadmunb.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

## ANTHROPOLOGY

**SANIT MARY'S UNIVERSITY**, Department of Anthropology, invites applications for a sessional appointment at the rank of lecturer or Assistant Professor (level 1), effective September 1, 1999 (subject to budgetary approval). For the Assistant Professor position, a PhD is required. The successful candidate must be willing to teach a section of the general introduction to Anthropology and two full or four 1/2 credit courses in Archaeology. The Department currently offers a number of archaeology courses including Introduction to Archaeology; Introduction to World Prehistory; Prehistory of Canada; Prehistory of United States; Canada & Theory in Historical Archaeology; and Method & Theory in Historical Archaeology. Applicants should submit a letter of application, curriculum vitae and other relevant materials to: Dr. Stephen A. Davis, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3; fax: (902) 496-8109. Closing date for applications April 15, 1999. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our website <http://www.smu.ns.ca>.

## BIOCHEMISTRY

**DALHOUSIE UNIVERSITY** — The Department of Biochemistry invites applications for a probationary, tenure-track position at the rank of Assistant Professor. Preference will be given to applicants whose research interests have biomedical relevance and fall within the research emphasis of the department: regulation of lipoprotein/lipid metabolism, protein structure/function and molecular biology. The successful applicant will be expected to initiate an active research program. The interest and experience necessary to teach general biochemistry to medical, health professions and undergraduate science students as well as to develop advanced classes in higher principal area of interest for senior undergraduate and graduate students is also required. Applicants should have a PhD and at least two years of postdoctoral experience. The successful candidate will be expected to compete for external research and salary support during the initial appointment. Applicants should submit a curriculum vitae, reprints of several recent publications, a one to two-page statement outlining their research plans and names of three references to: Dr. F.B. St. C. Palmer, Head, Department of Biochemistry, Faculty of Medicine, Sir Charles Tupper Medical Building, Dalhousie University, Halifax, NS B3H 4A7. Closing date for receipt of applications will be May 15, 1999. The Academic Planning Committee will commence reviewing applications after the application deadline. Dalhousie University is an Employer/Employee Affirmative Action Employer. The University encourages applications from qualified Aboriginal Peoples, persons with a disability, racially visible persons and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## BOTANY

**UNIVERSITY OF MANITOBA** — The Department of Botany, at the University of Manitoba, invites applications for a full-time tenure track position in Terrestrial Plant Population Ecology, subject to final budgetary approval, at the Assistant Professor level, commencing July 1, 1999, or a mutually acceptable date. Minimum qualifications are a PhD with research experience in Terrestrial plant population ecology or allied sub-discipline. Duties will include undergraduate teaching in the Botany, Introductory Biology and Ecology Programs as well as graduate teaching and supervision. The successful candidate will be expected to attract external funding to establish a vigorous research program and support graduate students. Preference will be given to applicants with proven teaching experience, a strong publication record and superior communication skills. The salary range for the position is \$42,024 to \$63,881. The Department currently has 9 full-time track faculty members, one Senior Instructor and 27 graduate students. It offers Botany Honors/Major programs and shares, with the Department of Zoology, responsibility for the Ecology Honors/Major/Co-op Programs. The Department also contributes to the Environmental Science and Genetics Programs. A mode for Manitoba of the National Centre of Excellence - Sustainable Forest Management, has recently been established through the Department of Botany. Collaborations exist with the Forest Research Centre (ARC), Parks Canada, the Freshwater Institute, and the Institute for Wetland and Waterfowl Research. The facilities of the University Field Station (Delta Marsh), the Targa Biological Station and the Experimental Lakes Area are also available to faculty members. Further information about the department can be obtained from [www.umanitoba.ca/faculty/botany/botany.html](http://www.umanitoba.ca/faculty/botany/botany.html). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae, statements of teaching philosophy and research interests, and up to 5 reprints of recent publications. They should also arrange for three letters of reference to be sent to: Dr. D. Punter, Chair of the Search Committee, Department of Botany, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. E-mail: punter@cc.umanitoba.ca; Phone: (204) 474-9813 or 474-8132. Closing date for receipt of applications and references is April 30, 1999.

## BUSINESS

**YORK UNIVERSITY** — The Schulich School of Business (formerly the Faculty of Administrative Studies) invites applications for tenure-track positions commencing July 1, 1999 and July 1, 2000. Positions are available in the following areas: Accounting (2); Business and the Environment (1); Entrepreneurial Studies/Family Business (1); Finance (2); Information Technology (1); International Business (Professorship); Marketing; and

Chair in Marketing. Preferred candidates will be qualified to teach in PhD, Masters and Undergraduate programs; possess a completed doctorate; provide evidence of effective teaching; and have a commitment to scholarly research and publication. Salary and benefits are competitive. Rank may vary by area/salary is negotiable. These positions are subject to budgetary approval. Applications, along with a curriculum vitae, should be sent to: Debra Horvath, Dean, Schulich School of Business, York University, 4700 Keele Street, Toronto, Ont. M3J 1P3. Applications will be accepted until positions are filled. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## BUSINESS ADMINISTRATION

**UNIVERSITY OF MANITOBA** — The Department of Business Administration is soliciting applications for two tenure-track positions in human resources management/organizational behaviour/organisational theory. Rank is at the Assistant Associate Professor level and candidates must have completed or be near completion of a PhD or DBA. Duties include research and teaching undergraduate and graduate courses. An ability and willingness to do research in human resources management, organizational behaviour or organizational theory is an asset. Candidates must be able to demonstrate teaching effectiveness. Salary is competitive and will depend on qualifications, experience, and research record. The closing date is March 31, 1999. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal people, and people with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Terence P. Hogan, Associate Dean and Chair, Business Administration Search Committee, Faculty of Management, University of Manitoba, 316-181 Freedom Crescent, Winnipeg, Manitoba, R3T 5V4. **UNIVERSITY OF MANITOBA** — The Department of Business Administration is soliciting applications for two tenure-track positions in business policy/strategic management. Rank is at the Assistant Professor level and candidates must have completed or be near completion of a PhD or DBA. Experience is a practicing manager with policy making responsibilities would be seen as an asset. Duties include research and teaching

undergraduate and graduate courses. Candidates must be able to demonstrate teaching effectiveness using the case method and a capacity for participating in joint course management with other faculty members. Salary is competitive and will depend on qualifications, experience, and research record. The closing date is March 31, 1999. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal people, and people with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Terence P. Hogan, Associate Dean and Chair, Business Administration Search Committee, Faculty of Management, University of Manitoba, 316-181 Freedom Crescent, Winnipeg, Manitoba, R3T 5V4. **LAKELAND UNIVERSITY** — The Faculty of Business Administration of Lakeland University invites applications for a probationary (tenure-track) appointment in the area of information systems. Applicants should have completed or be nearing completion of a PhD. The successful candidate is expected to teach and develop undergraduate courses and conduct research in higher area of specialty. Rank and salary are dependent on qualifications and experience. This appointment will commence on August 1, 1999. Individuals with a Master's degree and related experience in information systems may be considered for the position. This position is subject to final budgetary approval. Interested applicants should send a curriculum vitae, and the names and addresses of three references to: Dr. Balram Dugast, Dean, Faculty of Business Administration, Lakeland University, 955 Oliver Road, Thunder Bay, Ontario, Canada, P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakeland University is committed to employment equity and encourages applications from women, members of visible minorities, Aboriginal peoples and persons with disabilities.

## BUSINESS & SOCIETY

**YORK UNIVERSITY** — Faculty of Arts, Division of Social Science, invites applications for a three-year contractually limited appointment at the assistant professor level commencing July 1, 1999. The Division is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as Honours B.A. degrees through several interdisciplinary Honours programs. The successful applicant for the position will hold a PhD and must demonstrate a promise of excellence in research and publication, a rising competence in undergraduate teaching in both large and small group settings, and an ability to teach in interdisciplinary programs. She/he will have research interests in the interrelationship of economy, state, and society in Canada and its global context (political economy, public policy, business ethics, and so on) and will be expected to play a central role in developing interdisciplinary courses that explore business activities in their social, economic, political, and cultural context for the new Business and Society Program, as well as teaching one or more courses in political economy and/or public policy. Applications with CV and names of referees should be sent by 15 March 1999 to: Craig Heron, Chair, Division of Social Science, 5756 Ross Building, York University, Toronto, Ontario M3J 1P3; Telephone: (416) 736-5056. Candidates are asked to include a state-

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## UNIVERSITY OF REGINA

The University of Regina is a mature institution with an enrolment of more than 11,000 full-time and part-time students and an annual budget of \$90,000,000. Originating with Regina College in 1911, it became an independent institution in 1974. The University has many unique and innovative programs and has federation agreements with the Saskatchewan Indian Federated College, Luther College and Campion College. It offers a broad range of teaching and research programs.

The University faces a number of opportunities during the next several years including participation in a new research park adjacent to campus, refocusing academic programs, and hiring additional faculty members. To respond to these opportunities and provide an increased focus on student affairs, the leadership team has been restructured.

The University of Regina invites applications and nominations for the following open or newly created positions.

### Vice-President (Academic)

The Vice-President (Academic) is responsible to the President for primary academic functions. The position will require strong leadership in planning and developing programs of academic excellence in a number of disciplines in eight faculties (Administration, Arts, Education, Engineering, Fine Arts, Physical Activity Studies, Science, Social Work), two schools (Human Justice and Journalism) and University Extension, as well as budgeting for these units.

### Vice-President (Administration)

The Vice-President (Administration) is responsible to the President for a broad range of non-academic services in the University. The Vice-President will provide leadership to the directors who are responsible for finance, physical plant, human resources, ancillary services and administrative systems.

### Vice-President (Research)

The Vice-President (Research) is responsible to the President for encouraging, coordinating and facilitating the development of the research presence of the University locally, domestically and internationally. The Dean of the Faculty of Graduate Studies and Research will report to this position.

Each of these persons will be a member of the senior administrative team and thus will be expected to maintain effective relationships with constituencies outside the University, including government officials. Candidates should have relevant experience with demonstrated success in leadership in a collegial environment and demonstrated success in team building. More information about each position is available from the address below.

Applications should include a complete curriculum vitae, a brief statement of specific achievements and approach to leadership, and names of five references. Review of applications will begin in February with expected date of appointment July 1, 1999. All documentation will be treated confidentially and should be directed to: Dr. David T. Barnard, President, University of Regina, Regina, SK S4S 0A2.

The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with a disability, members of visible minorities and women are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



## Brandon University

### TENURE TRACK POSITION RURAL DEVELOPMENT

Applications are invited for an entry-level tenure track appointment in the newly formed Department of Rural Development. Brandon University has just received approval to offer the degree Masters of Rural Development.

PhD in Economics or Agricultural Economics, with strong preparation/experience in the area of Rural Economic Development. Preference will be given to candidates with interest/experience in Western or Northern Canadian topics. The successful candidate will be expected to teach graduate and undergraduate courses and to maintain an active research program.

Qualifications: PhD in an appropriate field  
Rank and Salary: Commensurate with experience  
Assistant Professor \$39,889 to \$59,234  
Application Deadline: April 1, 1999 or until filled  
Date of Appointment: August 1, 1999

Please send curriculum vitae with application and arrange for official academic transcripts and three reference letters to be sent to: Dr. R.E. Florida, Dean, The Faculty of Arts, Brandon University, 270-18th Street, Brandon, MB R7A 6A9; Facsimile: (204) 726-0473; Email: [Florida@BrandonU.ca](mailto:Florida@BrandonU.ca).

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

## GIVE SOMEONE A SECOND CHANCE.

Please give generously.



THE KIDNEY FOUNDATION  
OF CANADA



## CAREERS SECTION - SECTION DES CARRIÈRES

ment of research and teaching interests and sample publications, and have three referees send letters of reference directly to the Chair. Applications and letters of reference may be sent by fax to (416) 355-5572, in accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity including affirmative action for women faculty. The Division of Social Sciences encourages applications from qualified members of visible minorities, groups, Aboriginals, Nations people, and persons with disabilities. All appointments are subject to budgetary approval.

### CARDIOLOGY

**UNIVERSITY OF ALBERTA** — The Faculty of Medicine and Oral Health Sciences at the University of Alberta is recruiting a Royal College certified or equivalent cardiologist for a geographic full-time position at the University of Alberta Hospital. The position would be at the Assistant or Associate Professor level and would join a division of 15 GFT and 2 part-time faculty. The successful applicant will perform general cardiology services at the University of Alberta Hospital, as well as performing interventional cardiology services on an outpatient and emergency room basis. Depending on the qualifications of the applicant, the position will either entail a major teaching portfolio for undergraduates, as well as postgraduate fellows, or a role as a liaison between the Division of Cardiology and the Emergency Department at the University of Alberta Hospital. The University of Alberta Hospital provides complete cardiac care, including significant experience in cardiac transplantation, cardiac surgery, and adult congenital heart disease. The position is open to both invasive and non-invasive cardiologists. Excellent opportunities exist for clinical research and involvement in clinical trials. Application for support from the Heritage Foundation may be possible for appropriate candidates. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Application for support from the Heritage Foundation may be possible for appropriate candidates. Interested individuals are asked to forward a letter of application, curriculum vitae, and the names and addresses of three referees by April 15, 1999 to: Stephen L. Archer, MD, FRCC, Director, Division of Cardiology, University of Alberta, T6G 2G7. Website: <http://cardio.med.ualberta.ca>

gist for a geographic full-time position at the University of Alberta Hospital. The position would be at the Assistant or Associate Professor level and would join a division of 15 GFT and 2 part-time faculty. The successful applicant will perform general cardiology services at the University of Alberta Hospital, as well as performing interventional cardiology services on an outpatient and emergency room basis. Depending on the qualifications of the applicant, the position will either entail a major teaching portfolio for undergraduates, as well as postgraduate fellows, or a role as a liaison between the Division of Cardiology and the Emergency Department at the University of Alberta Hospital. The University of Alberta Hospital provides complete cardiac care, including significant experience in cardiac transplantation, cardiac surgery, and adult congenital heart disease. The position is open to both invasive and non-invasive cardiologists. Excellent opportunities exist for clinical research and involvement in clinical trials. Application for support from the Heritage Foundation may be possible for appropriate candidates. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Application for support from the Heritage Foundation may be possible for appropriate candidates. Interested individuals are asked to forward a letter of application, curriculum vitae, and the names and addresses of three referees by April 15, 1999 to: Stephen L. Archer, MD, FRCC, Director, Division of Cardiology, University of Alberta, T6G 2G7. Website: <http://cardio.med.ualberta.ca>

### CATHOLIC STUDIES

**ST. FRANCIS XAVIER UNIVERSITY** — Catholic Studies. Applications are invited for a one-year, limited-term appointment to the Chair of Catholic Studies in the Department of Catholic Studies. A thorough understanding of Catholic tradition and interdisciplinary interests are essential. An applicant with a PhD in disciplines such as theology, religious studies, history, philosophy, literature, or classics would be suitable for the position. Courses offered in the Department of Catholic Studies include: Christianity and the Arts, and Christ in the Catholic Tradition. The candidate will be an excellent teacher and will be expected to take an active role in promoting the Program. St. Francis Xavier University is a primarily undergraduate liberal arts university with a long Catholic heritage, approximately 3,600 students, and 180 members of faculty. Deadline for application is 15 March 1999. Please send applications to: Dr. Robert Kennedy, Coordinator, Program of Catholic Studies, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, B2G 2W5. Tel: 902-867-3851; Fax: 902-867-3448; email: [rcs@stfx.ns.ca](mailto:rcs@stfx.ns.ca)

### CELL BIOLOGY

**UNIVERSITY OF MANITOBA** — Applications are invited for a full-time tenure track Assistant/Associate Professor in the Institute of Cell Biology, University of Manitoba commencing September 1, 1999 or as soon thereafter as possible. Department of the area of specialization, an appointment with an appropriate academic Department will also be available. Successful candidates are expected to establish an outstanding independent research program and participate in graduate teaching in a Cancer Research group. Qualifications include a PhD, M.D. or equivalent with at least three years of postdoctoral experience. Preference will be given to candidates with a strong research background complementary with current programs including DNA repair, programmed cell death, development, cell cycle or signal transduction. Applicants must have obtained a significant publication record in peer-reviewed journals. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, an outline of research plans, and the names and addresses of three referees to: Dr. Arnold H. Greenberg, Manitoba Institute of Cell Biology, 100 Oliver Street, Winnipeg, Manitoba, Canada, R3B 0V9. Deadline for receipt of applications is March 31, 1999.

### CHEMISTRY

**UNIVERSITY OF TORONTO** — An opening exists for a Post Doctoral Fellow in the Department of Chemical Engineering and Applied Chemistry of the University of Toronto. The position is open until a suitable candidate is found. The appointment is for one year initially, with option to extend for one more. The successful candidate should have a background and skills in high temperature electrolyte solution chemistry, analytical chemistry (inorganic and electrochemistry), familiarity with conductance/viscosity techniques used in the process industry of metals and minerals. Please send cover letter, CV and named addresses of two referees to: Prof. Vladimir G. Pavlov, Institute of Chemical Engineering and Applied Chemistry, University of Toronto, Toronto, Ontario, M5S 3E5. Tel: (416) 978-1079; Fax: (416) 978-8801; email: [pavlov@chem.utoronto.ca](mailto:pavlov@chem.utoronto.ca)

**UNIVERSITY OF TORONTO** — The Department of Chemistry at Lakehead University invites applications for a probationary (tenure-track) appointment in inorganic chemistry at the assistant professor level. Applicants must have a PhD and postdoctoral or industrial experience. The successful candidate will be expected to develop a research program in any area of inorganic chemistry

and to teach inorganic chemistry courses at all levels. Our research interests include a High-Resolution NMR spectrometer, access to 500 MHz (at the Prairie Regional NMR Centre) and 200 MHz NMR and a CEC carbon/hydrogen/nitrogen analyser. The university plans to replace the 200 MHz NMR with a 400 MHz NMR by the end of 1999. The department has a viable research program in an inert atmosphere. The anticipated start date is August 1, 1999, with the latest starting date of September 1, 1999. Applications will be accepted until April 15, 1999. This appointment is subject to final budgetary approval. Interested applicants should forward a curriculum vitae, a research proposal of the project they intend to pursue and the names and addresses of three referees, including e-mail addresses, to: Dr. O. Kemp, Acting Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5T1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, Aboriginal peoples, and persons with disabilities.

**MCMASTER UNIVERSITY** invites applications for a 3-year contractually limited position at the Assistant Professor rank to begin July 1st 1999 and to be held jointly in the Department of Chemistry and in the Radiation Sciences Unit of the Department of Physics and Astronomy. Candidates should possess a PhD preferably with relevant post-doctoral experience, a strong academic background and an excellent publication record. The successful applicant will be expected to conduct an active and innovative research program in the medical applications of radio-isotopes, and to participate fully in teaching at the undergraduate and graduate levels, especially in synthetic organic chemistry. He or she must also liaise strongly with the staff of the McMaster Nuclear Reactor. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Applications, including curriculum vitae, research interests and letters from three referees should be sent by March 31, 1999 to: Dr. M.J. McGinley, Chair, Department of Chemistry, McMaster University, Hamilton, Ontario, Canada L8S 4M1. Tel: (905) 525-9140; ext 24504; Fax: (905) 525-2505.

### CLOTHING & TEXTILE

**UNIVERSITY OF MANITOBA** — The Department of Clothing and Textiles at the University of Manitoba invites applications for a tenure track position at the rank of assistant professor, effective July 1999 or as soon thereafter as possible. The Department offers programs in clothing and textiles at the bachelor's, master's and interdisciplinary PhD levels. Faculty members work in a setting which integrates the study of clothing and textiles. The position requires a strong research orientation, and the candidate must have a record of publication and be actively engaged in a promising research program. Areas of teaching competency at the undergraduate and graduate levels should include historic aspects of textiles and apparel and textile product development. Additional duties include professional service to the University and the community. An earned PhD with at least one degree in clothing and textiles is required. The salary range is \$41,680 to \$63,765. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. The position is subject to final budgetary approval. Send letter of application with curriculum vitae and names of three referees to: Dr. Nelma Fetterman, De-

partment of Clothing and Textiles, University of Manitoba, Winnipeg, R3T 2N2. Telephone: (204) 474-8138; Fax: (204) 474-7592; E-mail: [fetterman@umanitoba.ca](mailto:fetterman@umanitoba.ca). The closing date for applications is 30 April 1999.

### COMPUTER SCIENCE

**UNIVERSITY OF WATERLOO** — Department of Computer Science. The University of Waterloo invites applications for several tenure-track faculty positions in Computer Science. The Department is a leader in the field of Computer Science education and home to a diverse research program of international stature. Because of its recognized strengths and breadth, the Department is able to attract extremely well-qualified students at both undergraduate and graduate levels; these students contribute extensively to the Department's vitality. With over 40 full-time faculty members, including six appointments in 1998, the Department of Computer Science is one of the largest in Canada. Waterloo is renowned for co-operative education programs in Canada and now has the largest co-op program in North America. The Department has an excellent reputation in pure and applied research which is supported by 14 research labs. For further information about the Department, please see <http://math.uwaterloo.ca/CSC/Dept/>. Candidates at all levels of experience are encouraged to apply and we are especially interested in research in expert systems, software graphics and databases. Successful applicants are expected to develop and maintain a productive research program, to attract and develop highly valued graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the education of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience. Applicants should include a curriculum vitae and the names and e-mail addresses of at least three referees. The application should be directed to: Chair, Professor Jack Edmonds, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; e-mail: [edmonds@uwaterloo.ca](mailto:edmonds@uwaterloo.ca). To expedite consideration, candidates should send a copy of their curriculum vitae and letters of recommendation to the same address. The positions are expected to commence during the 1999 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

**UNIVERSITY OF NEW BRUNSWICK** — The Department of Mathematics, Statistics & Computer Science at The University of New Brunswick in Saint John invites applications for one 12-month subannual replacement and one 9-month subannual replacement in Computer Science. The Assistant Professor level begins in August 1, 1999. Preference will be given to candidates who hold a PhD or are near completion but candidates holding a Master's degree in Computer Science will be considered. Responsibilities include undergraduate teaching and some computer science research. Salary is commensurate with qualifications and experience. These positions are subject to budgetary approval. Applicants, including a curriculum vitae, should be received no later than March 29, 1999 by Dr. C.K. Tompkins, Dean of Science, University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4E5, fax 506-648-5650, e-mail [edmonds@uwaterloo.ca](mailto:edmonds@uwaterloo.ca). Applicants should send a letter of application to the Dean in accordance with Canadian Immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

**UNIVERSITY OF NEW BRUNSWICK** — The Department of Mathematics, Statistics & Computer Science at The University of New Brunswick in Saint John invites applications for a 9-month subannual replacement in Computer Science. The position is subject to budgetary approval. Applicants should have at least a Master's degree in Computer Science and have a strong interest in teaching and working with students. Responsibilities include undergraduate teaching, giving tutorials and conducting labs. Salary is commensurate with qualifications and experience. This position is subject to budgetary approval. Applicants, including a curriculum vitae, should be received no later than March 29, 1999 by Dr. C.K. Tompkins, Dean of Science, Applied Science & Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4E5, fax 506-648-5650, e-mail [edmonds@uwaterloo.ca](mailto:edmonds@uwaterloo.ca). Applicants should send a letter of application to the Dean in accordance with Canadian Immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

**UNIVERSITÉ DE MONTRÉAL** — Faculté des arts et des sciences, Assistant Professor Level in Computer Science. The DIRD (Département d'Informatique et de recherche opérationnelle) du Département de Science et Opérations Research of the Faculté des arts et des sciences de l'Université de Montréal invite applications for two tenure-track positions in Computer Science. The position is subject to budgetary approval. The Department is seeking qualified candidates in Computer Science. Preference will be given to applicants with a strong research program in one of the following or related areas: Computer Graphics (animation, rendering, modeling, virtual reality, multi-media), Telecommunications (distributed systems and algorithms, with emphasis on applications such as network management, distributed multimedia systems, mobile communications), Artificial Intelligence (expert systems, machine learning, software architecture, reverse engineering, software quality assurance, software project management). Beyond demonstrating a strong potential for outstanding research, the successful candidates must be committed to excellence in teaching. The Université de Montréal is seeking leading researchers in the field of North America. The DIRD offers B.Sc., M.Sc. and Ph.D. degrees in Computer Science and Operations Research, as well as a combined undergraduate department of Computer Science and Mathematics. With 33 faculty members, 600 undergraduate and 150 graduate students, the DIRD is one of the largest Computer Science departments in all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

## Ontario Institute for Studies in Education OISE/UT of the University of Toronto

### Director, Institute of Child Study

The Department of Human Development and Applied Psychology at OISE/UT invites applications for the position of Director, Institute of Child Study. This is a continuing tenure-stream position, with the appointment as Director for a five-year term.

The Institute of Child Study focuses on the advanced study of children and on the preparation of teachers; it incorporates an active research centre, a laboratory school (for children of ages 3-12), an infant centre, and a research-oriented M.A. program leading to both teaching certification and eligibility for further graduate study. Its three main functions — research, children's programs, and academic programs — support and strengthen each other.

The Director is responsible for providing academic and administrative leadership and support for these functions and their respective leaders, and for ensuring optimal balance of resources among functions. In addition, the Director is expected to promote collaboration within the Department of Human Development and Applied Psychology and the rest of the University, and to build connections with the larger research and professional communities. It is expected that the Director's academic administrative duties will be approximately half-time.

The preferred candidate will possess a doctoral degree, be widely recognized as a scholar in a field related to child development and education, and have administrative experience.

Rank and salary will be commensurate with qualifications and experience. The preferred starting date for the appointment is July 1, 1999, or as soon as possible thereafter.

Applications, which must include full curriculum vitae, should be submitted by April 30, 1999 to Professor Michael Fullan, Dean, OISE/UT, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Three confidential letters of reference should be sent directly to Dean Fullan by the same date. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. For more information about OISE/UT, please visit our web site at <http://www.oise.utoronto.ca>.

## A commitment to effective enrollment management at the University of Calgary

### Director of Recruitment & Admissions

Bringing a senior enrollment management background to this position, you will be accountable for providing strong visionary direction to programs that enhance Admission and Recruitment services. You have a results-oriented focus on the achievement of the University's goals related to enrollment. You see enthusiasm, accountability and collaborative leadership as mandatory for building teams and networks. As a senior representative of the University, you are adept at establishing rapport with the various stakeholders and other units in the University. Your skills in management, strategic planning and effective communications have been proven in an academic setting. A Master's Degree is required; a Doctorate is preferred. Extensive experience at a senior academic administrative level is expected. The salary range is \$60,000 to \$80,000, depending on qualifications. The preferred start date is July 1, 1999.

The University of Calgary combines the best of university traditions with an innovative, entrepreneurial spirit. With nearly 23,000 students in 16 faculties, and with more than 5,000 new students entering each year, the campus has the energy and excitement of both a teaching and a research university. The University of Calgary has a lot to offer with world-class athletic facilities, state-of-the-art classrooms and concert halls, as well as a reputation as one of Canada's top ten research universities.

If you want to join our dynamic institution and contribute to our vision of excellence, please respond by March 19, 1999, citing Posting No. 234. Direct your application, including a curriculum vitae and the names of three referees, to: Dr. Peggy Patterson, Associate Vice-President (Student Affairs), University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4. Fax: (403-289-6800). A full job profile is available on request.

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In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity. Please see our website for additional information: [www.ucalgary.ca/UC/Departments/IHR](http://www.ucalgary.ca/UC/Departments/IHR)



# CAREERS SECTION - SECTION DES CARRIÈRES

citizens and permanent residents of Canada. The University is committed to equal employment opportunity for women. **UNIVERSITÉ DE MONTREAL - Faculté des arts et des sciences. Professeurs ou professeurs adjoints en informatique.** Le Département d'informatique de la recherche opérationnelle (DIRO) de la Faculté des arts et des sciences de l'Université de Montréal sollicite des candidatures pour deux postes de professeurs adjoints en informatique. Priorité sera accordée aux candidats dont les activités de recherche s'inscrivent dans l'un des domaines suivants ou connexes à ceux-ci: Informatique (algorithmes, systèmes d'information, modélisation, réalité virtuelle, multimédia). Télécommunications (systèmes distribués, applications multimédia, gestion de réseaux, communication sans fil). Génie logiciel (méthodes d'analyse et de conception, architecture, rétroconception, assurance de qualité, gestion de projets). Les candidats doivent démontrer une excellente aptitude en recherche et en enseignement ainsi qu'une bonne connaissance de la langue française. Le DIRO offre des programmes de B.Sc., M.Sc. et Ph.D. en informatique et recherche opérationnelle ainsi qu'un cours spécialisé bilingue en mathématiques informatiques. Le DIRO compte 33 professeurs, 600 étudiants au premier cycle et 190 étudiants aux cycles supérieurs. Il est un des plus grands départements d'informatique au Canada et possède plus de 30 ans d'expérience. Le DIRO comprend des laboratoires de recherche dans les domaines de biologie informatique, télécommunication, logiciels intelligents, architecture des ordinateurs, génie logiciel, intelligence artificielle, linguistique informatique, informatique, vision et modélisation géométrique, apprentissage automatique, informatique théorique et quantique, parallélisme, optimisation et simulation numérique. Pour plus d'information, consultez le site <http://www.umontreal.ca>. Fonction: enseignement aux trois cycles; recherche et direction d'étudiants aux cycles supérieurs. Emplacement: Détient un doctorat en informatique ou dans un domaine connexe. Traitements: selon la convention collective. Date d'entrée en fonction: le 1er juin 1999. Les personnes intéressées doivent faire parvenir leur curriculum vitae, une lettre de motivation, une référence, le nom de deux personnes à qui elles ont travaillé et au maximum trois lettres de référence à la Faculté des arts et des sciences, Université de Montréal, C.P. 6128 succursale Centre-ville, Montréal (Québec) H3C 3J7. Tél: (514) 343-7090, télécopieur: (514) 343-5834. Courriel: [nguyenviet@umontreal.ca](mailto:nguyenviet@umontreal.ca). Nous considérons les applications reçues après cette date seulement si les postes demandés vacants. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université soutient un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi. (0573)

## CRIMINOLOGIE

**UNIVERSITÉ DE MONTREAL - Faculté des arts et des sciences. Professeur ou professeur adjoint en criminologie.** L'École de criminologie de la Faculté des arts et des sciences de l'Université de Montréal recherche une personne ou un professeur adjoint à plein temps. Fonctions: enseignement aux trois cycles; recherche et encadrement dans le champ de la criminologie. Une préférence est accordée aux personnes s'intéressant à l'étude des femmes et de la question criminelle. Emplacement: Détient un doctorat en criminologie ou dans un domaine connexe (avant l'entrée en fonction); aptitudes à la recherche et à l'enseignement aux divers cycles en criminologie. La polyvalence dans la description des tâches est un atout. La maîtrise de la langue française est essentielle. Traitements: selon la convention collective. Date d'entrée en fonction: le 15 août 1999. Les personnes intéressées doivent faire parvenir leur curriculum vitae, une copie de leur dossier universitaire ainsi que le nom et l'adresse de trois personnes susceptibles de fournir des lettres de recommandation, au plus tard le 1er mai 1999.

à Monsieur le Directeur, École de criminologie, Faculté des arts et des sciences, Université de Montréal, C.P. 6128 succursale Centre-ville, Montréal (Québec) H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université soutient un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi. (0573)

**UNIVERSITÉ DE MONTREAL - Faculté des arts et des sciences. Professeur ou professeur adjoint en criminologie.** L'École de criminologie de la Faculté des arts et des sciences de l'Université de Montréal recherche une personne ou un professeur adjoint à plein temps. Fonctions: enseignement aux trois cycles; recherche et encadrement dans le champ de la criminologie. Une préférence est accordée aux personnes s'intéressant à l'étude des femmes et de la question criminelle. Emplacement: Détient un doctorat en criminologie ou dans un domaine connexe (avant l'entrée en fonction); aptitudes à la recherche et à l'enseignement aux divers cycles en criminologie. La polyvalence dans la description des tâches est un atout. La maîtrise de la langue française est essentielle. Traitements: selon la convention collective. Date d'entrée en fonction: le 15 août 1999. Les personnes intéressées doivent faire parvenir leur curriculum vitae, une copie de leur dossier universitaire ainsi que le nom et l'adresse de trois personnes susceptibles de fournir des lettres de recommandation, au plus tard le 1er mai 1999.

## DESIGN

**YORK UNIVERSITY - The Department of Design.** Faculty of Fine Arts, York University, intends to make a nine-month contractually limited appointment at the Assistant Professor level to commence August 15, 1999. Visual Communication Graphic Design. Applicants are invited for a contractually limited design position with a primary concentration in contemporary web and digital media. The successful candidate will be a practicing professional designer with a demonstrated record of innovation in professional design practice and technological development. The position also has a strong knowledge of interactive systems, multimedia authoring software and high competence in Apple-based hardware, software and computer technology. An M.F.A. Degree in design or the equivalent and a minimum of three years post-secondary teaching experience are preferred. The successful applicant will have the capacity to teach at all levels of B.F.A. and M.F.A. degree programmes incorporating design history, theory and praxis. This position also requires a strong commitment to both administrative responsibilities and to our current development. Applications should include a statement of intent, reflecting current projects, future plans and a teaching philosophy; a skills sheet indicating competence in Apple-based hardware, software and computer technology; 20 slides of recent work and additional documentation of design practice (the work may also be submitted on CD-ROMs, (www or video); a detailed curriculum vitae; names and addresses of three referees. Review of applications will start on March 15, 1999 and we will continue to receive and review applications until position is filled. There is no need to budgetary approval. Approval should be sent to Professor Wenzel Jankovic, Department of Design, ECA 232, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. For consideration, please fax (416) 736-5875. York University is implementing a policy of employment equity, including affirmative action and diversity in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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## DESIGN ART

**CONCORDIA UNIVERSITY - The Department of Design Art.** Faculty of Fine Arts, Montreal, Quebec is seeking applications for a Limited Term Assistant Professor effective June 1, 1999 - May 31, 2000. The ideal candidate will be: 1) PhD, MA or equivalent; 2) teaching experience in 3D design, and design history and theory at the university level; 3) administrative experience and committee work at the university level; 4) an established practice in 3D design; 5) a research profile in design practice and/or design history and theory; 6) familiarity with CAD and 3D modeling software, and rendering and technical drawing; 7) the candidate is required to direct students who are preparing in the IDDM/SAL International Design Division. The Departmental competition is part of the course content: 6) bilingual in English and French. Please include a letter of application, a statement of your teaching philosophy and definition of the Design discipline; 2 letters of recommendation; 20 slides and/or video, and/or digital documentation of recent professional and student work, curriculum vitae, and other relevant supporting material. Information: Assistant Professor rank and salary, Deadline for Applications: March 22, 1999. Please address applications to Dr. Lydia Shuman, Associate Professor and Acting Chair, Department of Design Art, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd. West, room 406, Montreal, Quebec H3G 1M8. E-mail: [designart2@concordia.ca](mailto:designart2@concordia.ca); fax: (514) 848-8627. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. Visit our website <http://www.design.concordia.ca>.

**CONCORDIA UNIVERSITY - The Department of Design Art.** Faculty of Fine Arts, Montreal, Quebec is seeking applications for a Full Time Tenure Track Assistant Professor effective June 1, 1999. The ideal candidate will be: 1) PhD, MA or equivalent; 2) teaching experience in design, theory and studio practice at the university level; 3) administrative experience and committee work at the university level; 4) an established design and/or artistic practice and research profile; 5) a research profile in design history and theory; 6) familiarity with current ideas in theory and criticism; 6) bilingual or a good working knowledge of written and spoken English; 7) a demonstrated record of innovation in professional design practice and technological development. The position also has a strong knowledge of interactive systems, multimedia authoring software and high competence in Apple-based hardware, software and computer technology. An M.F.A. Degree in design or the equivalent and a minimum of three years post-secondary teaching experience are preferred. The successful applicant will have the capacity to teach at all levels of B.F.A. and M.F.A. degree programmes incorporating design history, theory and praxis. This position also requires a strong commitment to both administrative responsibilities and to our current development. Applications should include a statement of intent, reflecting current projects, future plans and a teaching philosophy; a skills sheet indicating competence in Apple-based hardware, software and computer technology; 20 slides of recent work and additional documentation of design practice (the work may also be submitted on CD-ROMs, (www or video); a detailed curriculum vitae; names and addresses of three referees. Review of applications will start on March 15, 1999 and we will continue to receive and review applications until position is filled. There is no need to budgetary approval. Approval should be sent to Professor Wenzel Jankovic, Department of Design, ECA 232, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. For consideration, please fax (416) 736-5875. York University is implementing a policy of employment equity, including affirmative action and diversity in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## DRAMA

**UNIVERSITY OF CALGARY - Department of Drama.** A tenure track position is available at the Assistant Professor rank, effective July 1, 1999. We seek a candidate with expertise in some combination of the following: acting/directing/production practice; dramatic literature/theatrical history/theory; film studies. Responsibilities will include teaching a range of courses, supervising graduate students, conducting a personal program of research, and directing productions in the department's main season of plays. Expertise in the new technology is applied to teaching, performance and research will be considered an asset. Preference will be given to applicants with appropriate advanced degrees, university teaching experience and publications or professional theatre experience. Send applications with curriculum vitae and three letters of reference before April 1, 1999 to Professor Brian Smith, Head, Department of Drama, University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

## EARTH SCIENCES

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Petroleum Geology Faculty Position.** The Department of Earth Sciences at Memorial University of Newfoundland invites applications for a tenure track faculty position in petroleum geology. The successful candidate will undertake graduate and undergraduate teaching and research in the field of petroleum geology with emphasis on one or more of hydrocarbon exploration; reservoir characterization; and reservoir development. Applicants will normally hold a PhD in petroleum geology or a closely related field, and have a demonstrated record of research and publication in the field of petroleum geology. A proven record of effective research or work involvement with the petroleum industry would be a significant asset. The successful candidate will join an active department of 25 faculty members with a wide range of interests relevant to petroleum geology, as well as close collaborative ties with industry and geological agencies locally, nationally and worldwide. The department has a number of faculty members with a well established basic and applied research track record in various aspects of petroleum geology that are supported by extensive laboratory and computing facilities. Applications are solicited by a curriculum vitae, and the names of at least three referees, should be sent to Dr. J.E. Gale, Chair of Petroleum Geology Search Committee, Department of Earth Sciences, Memorial University of Newfoundland, St. John's, NL Canada, A1B 3X5. Processing of applications will commence in mid to late March, 1999. However applications will be accepted up to April 15, 1999. Additional information is available at <http://www.mun.ca> or by contacting Dr. Q. Qian, Head of Earth Sciences, at [qg@mun.ca](mailto:qg@mun.ca) or by phone at (709) 733-2334. Memorial University is part of a vibrant, local scientific and engineering community, which maintains an inventory of available positions that qualified partners can apply for on a competitive basis. Partners of candidates for this position are invited to indicate their CV for possible matching with other job opportunities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University is committed to the principles of employment equity and encourages applications from all qualified candidates.

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## MEMORIAL UNIVERSITY OF NEWFOUNDLAND

**Environmental Geosciences Faculty Position.** The Department of Earth Sciences at Memorial University of Newfoundland wishes to fill a tenure track faculty position in environmental geosciences, preferably at the rank of Assistant Professor. The successful applicant will participate in both graduate and undergraduate teaching, and is expected to establish an independent, externally funded research program. In addition to our own environmental geosciences program, the Department of Earth Sciences operates a range of interdisciplinary research programs in the area of active, tectonic, ongoing environmental research programs, and excellent analytical facilities as described on our Web site at <http://www.mun.ca>. Equipment of potential interest to applicants includes two stable isotope mass spectrometers (Optima with GC interface and MAT 252 with GC interface), two ICP-MS (one with laser ablation capabilities), TMS, XRD, XRF and electron microscope. Although we are flexible as to the specific research area within environmental geosciences, we would especially welcome innovative research in organic geochemistry that involves our compound-specific and continuous-flow stable isotope facilities. Applications, including a CV, examples of published work, a statement of teaching and research interests, and the names and local addresses of at least three referees should be sent to: Dr. M.A. Wardleigh, Chair, Environmental Geosciences Search Committee, Department of Earth Sciences, Memorial University of Newfoundland, St. John's, NL Canada, A1B 3X5. The closing date for applications is April 15, 1999. Memorial University is part of a vibrant, local scientific and engineering community, which maintains an inventory of available positions that qualified partners can apply for on a competitive basis. Partners of candidates for this position are invited to indicate their CV for possible matching with other job opportunities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University is committed to the principles of employment equity and encourages applications from all qualified candidates.

## EAST ASIAN STUDIES

**UNIVERSITY OF TORONTO - Chinese Literature and Civilization.** The Department of East Asian Studies, University of Toronto, invites applications for a position in Chinese Literature and Civilization. Appointment will be tenure-track at the rank of Assistant, Associate or Full Professor, commencing July 1, 1999. The primary

requirement is a strong record of research and publication and other requirements include a PhD degree, native or near-native spoken fluency in modern standard Chinese (Mandarin), and extensive experience in graduate teaching and supervision. The successful candidate should have excellent command of texts in pre-modern vernacular and classical Chinese, and through familiarity with relevant secondary scholarship in Chinese, Japanese, and Western languages. Strengths in related areas such as Chinese literary thought, criticism, philosophy, religion, history, and other periods of Chinese literature are also highly desirable. Salary and rank commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, and persons with disabilities. Please send a CV and three letters of reference together with your letter of application to Professor R.W. L. Gurnea, Chair, Department of East Asian Studies, 110 St. George Street Room 4402, Toronto, Ontario M5S 3A1. Closing Date: March 30, 1999.

## ECONOMICS

**UNIVERSITY OF NEW BRUNSWICK - The Department of Social Science, Faculty of Arts at the University of New Brunswick, Saint John's, invites applications for an eight-month sabbatical replacement position in Economics to commence 1 September 1999, subject to budgetary approval. Teaching responsibilities include a variety of undergraduate courses including the introductory survey. Qualifications: PhD in Economics with some teaching experience and a commitment to teaching excellence. Candidates should send a letter of application, a current curriculum vitae, and the names and addresses of three referees no later than 31 March 1999 to: Dr. Ken Coates, Dean of Arts, University of New Brunswick, P.O. Box 4400, Saint John, NB, Canada E2L 4A5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. For further information, contact Dr. Rod Hill (rhill@unb.ca).**

**SAINT MARY'S UNIVERSITY - Department of Economics.** Applications are invited for a tenure-track position at the Assistant Professor rank, subject to budgetary approval, commencing September 1, 1999. Applicants for the position should have a PhD (completed or near completion). Desirable specific fields are Money & Banking, International Economics and Macroeconomics. Teaching duties will include introductory upper level undergraduate and MBA courses. Applicants should be actively pursuing professional research. Previous teaching experience is desirable. Applications (including curriculum vitae, graduate transcripts, and letters of reference from three referees) should be sent directly to: Dr. S. Amrithabalan, Professor & Chairperson, Department of Economics, Saint Mary's University, Halifax, Nova Scotia B3H 3C3, fax: (902) 420-5119. Applicants will be accepted until the position is filled.

## Simon Fraser University APPLIED ECOLOGIST/ECOSYSTEM SCIENTIST School of Resource & Environmental Management

The School of Resource and Environmental Management at Simon Fraser University (<http://www.rems.sfu.ca>) invites applications for a junior-level, tenure-track Assistant Professor appointment in applied ecology/ecosystem science. The School offers Master's and Ph.D. degrees in a graduate program of interdisciplinary research and education addressing natural resource management issues.

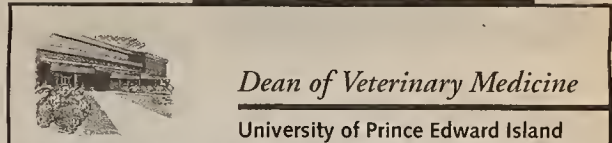
Priority research areas for this candidate include such subjects as conservation of ecology, terrestrial or aquatic ecosystem dynamics, watershed management, or global change. The preferred candidate will have a Ph.D. and be prepared to establish a dynamic programme of research and graduate and undergraduate teaching. The successful candidate will work in a School where social and natural scientists are encouraged to take multi-disciplinary approaches to research and solving problems in resource and environmental management. This person will teach graduate courses in their area of specialty, as well as undergraduate courses in areas such as Applied Ecology and Sustainable Environments, Environmental Modelling, or Environmental Risk Assessment.

Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to those who are Canadian citizens and permanent residents at the time of application. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment is made. All appointments are subject to budgetary authorization.

Applicants should send a curriculum vitae, transcripts, samples of relevant reprints, and immediately request three referees to send confidential letters of recommendation directly to:

**Director  
School of Resource and Environmental Management  
Room 9671 Shrum Classroom Bldg.  
Simon Fraser University  
Burnaby, B.C. V5A 1S6  
Tel: (604)-291-4659  
Fax: (604)-291-4968**

THE CLOSING DATE IS APRIL 10, 1999



The University of Prince Edward Island invites applications and nominations for the position of Dean of the Atlantic Veterinary College. The successful candidate must be an energetic and visionary academic leader. He or she must have a strong track record of scholarly achievement and leadership in veterinary medicine, an understanding of future trends in veterinary medical education, research, and service, and a commitment to the service obligations of veterinary medicine. The successful candidate will be able to develop and maintain effective relationships with units within the University, with public and private funding agencies, government departments, veterinary professional organizations, and with practicing veterinarians throughout the region and the nation.

A candidate for the position of Dean, Faculty of Veterinary Medicine, must hold the Doctor of Veterinary Medicine degree or its equivalent, be qualified for appointment with tenure at the rank of Full Professor in one of the four academic Departments, hold a PhD and/or specialty board certification in a relevant discipline, and have several years of academic administrative experience.

The Atlantic Veterinary College was founded in 1968 and fully accredited in 1990 and 1997. The College has a faculty of 65, a professional student body of 240, 50 graduate students in MSc and PhD programs, and a staff of 120. The Faculty of Veterinary Medicine is one of six faculties and Schools within the University. Its Dean reports to the President, and, together with other Deans and Vice-Presidents, has substantial administrative responsibility at the University level. The Dean is an ex officio member of the University's Senior Management Group, the University Senate, and a number of Senate Committees.

The Faculty of Veterinary Medicine is organized in four Departments (Anatomy and Physiology, Companion Animals, Health Management, and Pathology and Microbiology). The Dean is supported by two Associate Deans (Academic Affairs, Graduate Studies & Research) and has general administrative authority over the Faculty of Veterinary Medicine. Among his or her responsibilities are promotion of College programs in professional and graduate education, in basic and applied research, and in clinical and diagnostic services; establishing positions, recommending faculty appointments, and supporting faculty development; and contributing as indicated to University administration.

Applications should contain a detailed curriculum vitae, the names of three (3) persons from whom letters of reference will be requested, and other supporting materials of the applicant's to do so. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. The University of Prince Edward Island is committed to employment equity.

Receipt of applications and nominations will close on May 15, 1999. Interested persons may send application or nomination materials to:



**Dr James E. C. Bellamy, Chair, Search Committee for Dean  
Atlantic Veterinary College, University of Prince Edward Island  
550 University Avenue, Charlottetown, PEI CANADA C1A 4P3  
E-mail: [avcdean@upe.ca](mailto:avcdean@upe.ca)  
Website: <http://www.upei.ca>**







and permanent residents. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates.

CAUT BUL (ETIN ACPPU) 13 MARCH 1999 MARS



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UNIVERSITY OF PRINCE EDWARD ISLAND  
Department of Engineering Technology  
The Department of Engineering makes applications for a tenure position of a full-time Lecturer in the Department of Engineering effective August 1, 1999, or by arrangement. Applicants should hold a PhD in Engineering and demonstrate a strong commitment to teaching and research. The successful candidate must be capable of contributing to the development of the Department as well as being capable of teaching any of the courses given in the first half of an engineering degree program. The candidate must also be a Canadian citizen or permanent resident of Canada. The candidate must be a Professional Engineer or be immediately eligible for registration as a Professional Engineer in the Province of Prince Edward Island. Selected candidates will be invited to interview with the Department. The successful candidate will be expected to handle an important course in the Department and will be expected to participate in three (3) letters of reference to be sent directly through the University. The closing date for applications is May 1, 1999. The University is an equal opportunity employer. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications, including curriculum vitae and other supporting material, should be sent to: Pool Dan Gies, Chairperson, Department of Engineering Technology, University of Prince Edward Island, Charlottetown, PEI, C1A 4P6; Telephone: (902) 566-6042; E-mail: gilles@pupei.ca; Fax: (902) 566-6043; Homepage: <http://www.pupei.ca/~eng/>

**ENGLISH**

**OKLAHOMA UNIVERSITY COLLEGE.** The Department of English in the Faculty of Arts and Education requires College Professors to teach as follows: 1) Competition for OLA599C(3C) to teach English 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 9

**OHANIAN UNIVERSITY COLLEGE** The Department of English in the Faculty of Arts and Education requests College Professor to teach as follows: 1) **Composition** (087AC/087AC-01) one year/semester course, and a second year academic course for the Fall 1999 and Winter 2000 fall/semesters in Vernon, Ontario. 2) **Technical Writing** (087AC/087AC-02) one year/semester course for the Fall 1999 to May 2000, 2000/2001 and 2001/2002. 3) **Technical Writing** (087AC/087AC-03) to teach first and second year composition courses in Kelowna. This is a part time appointment effective August 30, 1999 to December 31, 2000. 4) **Technical Writing** (087AC/087AC-04) one year/semester course for the Fall 1999 to December 31, 2000. This position is subject to a PhD in the discipline or equivalent, or university teaching experience. The salary and other working conditions are governed by the Oshanaian University College Faculty Association Collective Agreement. For consideration, please send your curriculum vitae, including salary history and telephone numbers of three referees by April 30, 1999 to: Employee Relations Division, 1000 University Avenue, Kelowna, BC V1Y 1X7. All applications may also be faxed to (250) 862-5439. Oshanaian University College wishes to thank all applicants for their interest. Only those applicants selected for an interview will be contacted.

Fulton College of Education, 3000 University Ave., Saskatoon, Saskatchewan S7N 3W5. Tel: (306) 975-2222. Fax: (306) 975-2223. E-mail: [admission@fulton.ns.ca](mailto:admission@fulton.ns.ca)

**UNIVERSITY OF SASKATCHEWAN** — Department of English. Applicants are invited from scholars/students of Aboriginal ancestry for admission to the University of Saskatchewan to offer undergraduate and graduate courses in Aboriginal literature and language. The University of Saskatchewan offers a variety of advanced knowledge of traditional Aboriginal teachings, and the PhD or equivalent qualifications. Demonstrated ability to complete the program is expected that the appointment, which is subject to final budgetary approval, will commence on 1 July 1999. The task to be determined by the University of Saskatchewan is to determine if applicants should receive a curriculum vitae, transcripts, and risk three letters to write directly to Professor W. S. 5784 S. 55th, 9 Campus Drive, Saskatoon, SK S7N 5A5. No later than 15 April 1999. Applicants are invited to consult with local Aboriginal community organizations for information, support, and assistance. The University, Department, and about the University, including its various programs for indigenous students, are available on the Internet at <http://www.usask.ca>. The University of Saskatchewan is an Equal Opportunity Employer. Members of Designated Groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to apply for all positions. Applications, in accordance with Canadian anti-discrimination laws, are accepted on a non-discriminatory basis.

**ENVIRONMENT/RESOURCE/  
FOREST SOCIOLOGY**

## FOREST SOCIOLOGY

**UNIVERSITY OF ALBERTA** - The Department of Forestry and the Department of Renewable Resources, Faculty of Agriculture, Forestry and Home Economics, University of Alberta, Edmonton, Alberta, Canada T6G 2G1, is seeking a full-time faculty member in the Forestry faculty position at the assistant professor level (subject to qualifications and experience). The appointee is expected to have a PhD and a minimum of 5 years of research that addresses issues of environmental or resource science related to forestry, agriculture or related fields. The appointee is expected to be involved in teaching through developing and teaching courses in environmental or resource science related to forestry, agriculture or related fields, and 3) show leadership in engaging in public service activities with industry and government. The appointee should have a strong background in communications skills would be an asset. Teaching at undergraduate and graduate levels, and research in forestry, agriculture or related fields, and issues related to forestry, agriculture, land and water. The salary range for this position is \$42,054 to \$52,054 per year. For consideration, please send your curriculum vitae, including salary requirements, this advertisement directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, then the position will be considered. Individuals with a PhD in Sociology or Rural Sociology, with evidence of experience in environmental or resource science related to forestry should send a letter of application, including a statement of research and teaching interests, to the following address:

ERGONOMICS/HUMAN FACTORS

**Human Factors:** The University of Waterloo invites applications for a tenure-track faculty position, at the rank of Assistant Professor, in the field of ergonomics/human factors. Candidates should have demonstrated research and teaching ability to solve problems such as: optimization of human performance, reduction of human error, human-computer interaction, health and safety. We are searching for expertise in one or more of the following areas: biomechanics, human factors, human-computer interaction, biomechanics. Candidates with expertise in cognitive or social behavior aspects of ergonomics are encouraged to apply. The candidate must have a PhD or a M.Sc. with research training in ergonomics, consulting experience and should be eligible for full membership classification in the Human Factors Association of Canada/Association canadienne de

## FINE ARTS

**OKANAGAN UNIVERSITY COLLEGE** The Department of Fine Arts in the Faculty of Arts and Education receives a College Professor to teach and supervise students in the Diploma in Graphic Design program. Subjects may include: Drawing, Two-Dimensional Structures, and Drawing and Design. The successful candidate will be responsible for: be specialized in drawing, computer graphics, Visual communications, and related two-dimensional disciplines; have a minimum of 3 years' experience in the field; have a minimum of 3 years' course offerings and faculty members are available at <http://www.okcw.bc.ca/faculty>. Required qualifications include: a minimum of 3 years' experience in the field; a minimum of 3 years' secondary teaching experience; and a substantial educational record. This is a replacement position. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. For consideration, please send a resume dependent upon qualifications and experience. Please submit a curriculum vitae, quoting Compensation and Benefits, to: Okanagan University College, Human Resources, 1000 Lakeshore Drive, Kelowna, BC V1Y 2X8. Okanagan may also be contacted at (250) 860-5445. Applications will be accepted on an ongoing basis. Please indicate your interest. Only those applicants selected for further consideration will be contacted.

**UNIVERSITÉ DU QUÉBEC À MONTRÉAL** – L'Université du Québec à Montréal (UQAM) recrute un poste de professeur-à-fonctionnement attaché à la personne pour l'enseignement de la linguistique dans le département de linguistique de la langue française. Le candidat idéal devra posséder un excellent dossier en enseignement du français langue seconde au troisième, quatrième et cinquième cycles, une maîtrise en linguistique dans le domaine du français. Une expérience de français enseigné assortie par les notions de linguistique est un atout. Le candidat idéal doit être d'origine française. Le terme de l'emploi est indéfini. Date d'entrée en fonction: le 1er juillet 1999. Sans rétrocession d'appointement budgétaire. Date de clôture: 31 mars 1999. Toute personne intéressée par ce poste doit adresser son dossier (CV, lettres de recommandation, diplômes, etc.) à M. Allan Macdonell, directeur intermédiaire, Département d'études françaises, Université du Québec à Montréal, 100, rue Saint-Jacques, 3<sup>e</sup> étage, Montréal, Québec H2Y 1K7. Téléphone: (514) 393-5343; télécopieur: (514) 393-4551; télécourriel: [allan.mcdonnell@uqam.ca](mailto:allan.mcdonnell@uqam.ca); Internet: <http://www.uqam.ca/~linguistique>. Les candidats sont priés de ne pas envoyer de matériel de candidature rendant compte de ses intérêts pour l'enseignement, de ses projets de recherche et de ses antécédents académiques, ainsi que de ne pas divulguer le contenu de cet article. Les candidats de langue aussi diverses que tous les types de recommandation parvenant à la connaissance de la direction de l'enseignement sont encouragés à adresser leurs lettres d'intérêt aux exigences précisées en matière d'emploi au Canada, et possèdent effet aux fins de l'admission. Les candidats étrangers sont encouragés à adresser leurs lettres d'intérêt à M. Allan Macdonell, directeur intermédiaire, Département d'études françaises, Université du Québec à Montréal, 100, rue Saint-Jacques, 3<sup>e</sup> étage, Montréal, Québec H2Y 1K7. Téléphone: (514) 393-5343; télécopieur: (514) 393-4551; télécourriel: [allan.mcdonnell@uqam.ca](mailto:allan.mcdonnell@uqam.ca); Internet: <http://www.uqam.ca/~linguistique>.

**UNIVERSITY OF MANITOBA** — The Department of Family Studies at the University of Manitoba has a full time tenure track position available at the Assistant Professor level in the broad area of family issues. The successful candidate will contribute to the development and delivery of an applied undergraduate curriculum.

### GLOBAL IN

**ATHABASCA UNIVERSITY** – Environmental Studies/Geography. Athabasca University, Canada's leading distance education university, invites applications for an Environmental Studies Geographer in its Center for Global and Social Analysis. The appointment will be a three-year term starting July 1, 1999 at the assistant professor level. The successful candidate will be an environmentalist in the field of environmental studies/education with competence in human geography. The successful applicant will be jointly responsible for the development of an undergraduate program in environmental studies/education, and will assume teaching duties in Canadian geography and global environmental change. The successful candidate will bring teaching proficiency and evidence of research potential. Experience in adult education/distance education (including electronic delivery systems) would be an asset. Athabasca University is located in the town of Athabasca in the beautiful country of Alberta. For more information, contact the University of Edmonton with regional offices in Calgary, Edmonton and Fort McMurray. It specializes in

Presented by

Reporting to the Vice-President, Academic, the Associate Vice-President - Research will be a person of academic imagination and innovation, with a demonstrated record of peer-evaluated achievement in her/his area of specialization, as well as the disposition to be responsive to opinions of faculty members, and a demonstrated capacity to interact positively with specialists in disciplines other than her/his own. Eligibility for appointment in an academic department of the University is also essential. The University is committed to enhancing and enlarging its range of research activities. The Associate Vice-President

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal persons, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**The Office of the Vice - President, Academic,  
The University of Windsor,  
401 Sunset Avenue,  
Windsor, Ontario N9B 3P4  
Tel: 519/253-3000 Ext. 3879  
Fax: 519/971-3692  
E-mail: [ahranka@uwindsor.ca](mailto:ahranka@uwindsor.ca)**

Geographer in its Center for Global and Social Analysis. The appointment will be a three-year term starting July 1, 1999 at the assistant professor level. Position is open to a Ph.D. holder with a specialization in the field of environmental geodesic with competence in human geography. The successful applicant will be jointly responsible for the development of an undergraduate program in environmental geodesic, and will assume teaching duties in Canadian geography and geodesic. Qualifications include a Ph.D. with evidence of teaching proficiency and evidence of research potential. Experience in adult education/distance education (including electronic delivery systems) would be an asset. Athabasca University is located in the town of Athabasca in the beautiful country of north central Alberta. The University is a member of the Association of Universities in the north of Edmonton with regional offices in Calgary, Edmonton and Fort McMurray. It specializes in distance education and has a reputation for quality.

**The Office of the Vice - President, Academic,  
The University of Windsor,  
401 Sunset Avenue,  
Windsor, Ontario N9B 3P4  
Tel: 519/253-3000 Ext. 3879  
Fax: 519/971-3692  
E-mail: [ahranka@uwindsor.ca](mailto:ahranka@uwindsor.ca)**

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Applications are invited for the position of Director of the School of Medicine at Queen's University. The Director will be responsible for all academic and administrative matters within the School.

We are searching for an outstanding individual with proven administrative experience and strong leadership who, as Director, will foster excellence in teaching while strongly supporting the development of research within the School. The qualified applicant shall have senior administrative experience within a medical school, a relevant background in teaching and a demonstrated ability to nurture and support research and scholarship. Experience in working with non-traditional funding plans is highly desirable. As Director of one of three schools within the Faculty, the incumbent will report to the Dean and Vice-Principal of Health Sciences.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment of men and women applicants from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Notifications and letters of application, in the latter case accompanied by a curriculum vitae and names of three referees, should be directed by no later than Friday, April 16, 1999 to: **Dr. B.T. Smith, MD, FRCP, Dean and Vice-President, Faculty of Health Sciences, Butterell Hall, Room 234, Stuart Street, Queen's University, Kingston ON K7L 3N6.**

## GEOGRAPHY

**MCMASTER UNIVERSITY** — The School of Geography and Geology at McMaster University is seeking an economic geographer for a full-time tenure-track position, at the level of Assistant Professor. The successful candidate will be an Associate Professor, from start July 1, 1999. Candidates should have interests and experience in issues related to industrial and economic restructuring, including the following: resource management, industrial change, regional economic development and environment/economic integration. In keeping with the focus of this past decade, the successful candidate should have a strong background in environmental issues. Research interests may be emphasized. Experience and involvement with GIS as an asset. Candidates must have a PhD at the time of appointment, and have a minimum of 10 years' postgraduate experience in research and/or teaching, fund research, and publication. Closing date for consideration of applications 6 April 1999. For consideration, send a letter of interest, curriculum vitae, and a list of three references to: Dr. John Drake, Chair, Economic Geographer Search Committee, School of Geography and Geology, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L7. Please include a curriculum vitae, names of three referees, a statement outlining teaching and research interests, and a list of three references. Send up to three journal articles (exempts or submitted). Applicants should arrange for three letters of reference to be sent prior to the closing date. The successful applicant will be notified by e-mail. Dr. John Drake, Chair, Economic Geographer Search Committee.

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**State of Ohio**



# CAREERS SECTION · SECTION DES CARRIÈRES

**Search Committee, School of Geography and Geology, McMaster University, 1280 Main Street West, ABB 121, Hamilton, ON L8S 4L7.** In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women.

## GEOLOGICAL SCIENCES

**UNIVERSITY OF MANITOBA**—Applications are invited for a full-time tenure-track position in near surface geophysics at the assistant professor level. This position, which is subject to final budgetary approval, is to commence July 1, 1999, or on a later date to be mutually agreed. Minimum qualifications are a PhD in Geophysics or allied discipline and evidence of strong research potential. The successful candidate will have expertise in geophysical methods of investigating the shallow subsurface, such as shallow seismic reflection and refraction methods, ground penetrating radar, electromagnetic and potential field methods. The ideal candidate will have a strong background in rock and soil properties. Some knowledge of remote sensing and GIS would be an asset. The salary range for the position is \$42,000 to \$63,881/year. The Department currently has 11 full-time tenure track faculty offering a full range of undergraduate and graduate programs in Geology and Geophysics. The successful applicant will be expected to teach undergraduate and graduate courses in geophysics. The Department has a well-established national international research reputation and is well equipped with a range of geophysical, remote sensing and analytical instrumentation. Further information about the Department can be obtained from <http://www.umanitoba.ca/geology>. Winnipeg is a large city with a wide range of cultural and sporting activities. It has an outstanding selection of recreational facilities and good access to beaches and both Provincial and National Parks. Winnipeg is an affordable place to live. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and a summary of research interests, including a brief research proposal to: Dr. Norman Macdonald, Department of Geological Sciences, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Closing date for receipt of applications is April 30, 1999. Further information about the position can be obtained from: [norm.mackdonald@umanitoba.ca](mailto:norm.mackdonald@umanitoba.ca) or (204) 474-6710.

## ARTS

**ROTMAN RESEARCH INSTITUTE, Baycrest Centre for Geriatric Care, University of Toronto.** Research. An outstanding research chair is being sought to head a new program in neurobehavioural research into Alzheimer's disease and related dementias at the Rotman Research Institute, Baycrest Centre for Geriatric Care. The Chair will provide leadership in the development of this research program, which will be closely linked with the provision of clinical care. The Rotman Research Institute is dedicated to neurobehavioural research into cognition and aging. Baycrest Centre for Geriatric Care is a comprehensive campus of care for the elderly which includes a geriatric hospital, home for the aged, Alzheimer's day care program, supported seniors apartment residence, community centre for older adults, day hospital, and many ambulatory and community outreach programs. Baycrest Centre is fully affiliated with the University of Toronto. The successful candidate will possess an M.D. plus either a PhD or an M.Sc., and will be eligible for cross-appointment to the University of Toronto as an associate Professor or full Professor level. He or she will have an international reputation for leadership in research, education, and clinical service, with a proven track record of success in obtaining grants and of publications in peer-reviewed journals. Baycrest encourages applications from qualified individuals, members of visible minorities, aboriginal peoples, and persons with disabilities.



**ACADIA UNIVERSITY**

## PROGRAM SECTOR HEAD — Vaughan Memorial Library

Acadia University invites applications for a librarian in the Vaughan Memorial Library. The successful candidate will serve a three-year term as Program Sector Head. This is a full-time appointment beginning on July 1, 1999.

Acadia is a primarily undergraduate university that aims to integrate information technology into the academic programs of the University. Within this context, the Library is seeking an innovative and flexible individual who can provide leadership and help develop new information services and learning environments for library users.

Professional librarians at Acadia are primarily responsible for teaching, developing information services, collection development, and faculty liaison. In addition, the Program Sector Head will provide vision, leadership, coordination in program development and delivery of library services, and contribute to the formation of policies for meeting current and future needs. Immediate priorities include guiding the Library's approach to information literacy, collection development and management; document delivery services and networked electronic information resources.

The Program Sector Head is responsible for the efficient administration of the Program Sector (including librarians, the University Archivist and support staff) and represent the Program Sector on the Library Management Team. The successful candidate will have a strong knowledge and experience in the delivery of library services demonstrated by advanced innovative programs in response to a rapidly changing information and service environment; a proven record of innovation and a successful record of decision making and problem solving.

Required qualifications include an MLS (or equivalent) from an ALA accredited library school, plus minimum of five years professional experience in an academic or research library. Demonstrated ability to work in a collaborative environment; excellent communication skills; strong leadership, analytical and advocacy skills, and a commitment to professional development are essential in this position.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the first instance. Acadia University is an equal opportunity employer. Acadia University reserves the right not to fill this position or to fill this position at a level different from the advertised level or terms.

Written applications, including resume with names of three references must be received by April 16, 1999. Contact:

Lorraine McQueen, University Librarian  
Vaughan Memorial Library  
Acadia University, Wolfville, N.S. B0P 1X0

Applications will also be accepted via fax at 902/585-1094

## GERMAN

**UNIVERSITY OF KING'S COLLEGE — Foundation Year Programme.** See advertisement under "Humanities."

## GERMANIC & SLAVIC LANGUAGES & LITERATURES

**UNIVERSITY OF WATERLOO — Germanic & Slavic Languages & Literatures.** Applications are being accepted for the position of Assistant or Associate Professor of German, full-time, tenure-track, beginning July 1, 1999. PhD or equivalent in hand upon application, native or near-native fluency in German, and a strong commitment to research and teaching, course design and supervision at the undergraduate and graduate levels are required. Areas of expertise and interest: cultural studies, film and media. Competence in Russian language, literature and culture a definite asset. The salary range is commensurate with qualifications and experience. Closing date for applications is April 30, 1999. Send inquiries or resumes to: Erwin J. Warkentin, Chair of the Search Committee, Department of Germanic and Slavic Languages and Literatures, University of Waterloo, Waterloo, ON N2L 2G1. Tel: 519-888-4567, ext. 5599. Fax 519-746-3243; e-mail: [erwin.warkentin@utoronto.ca](mailto:erwin.warkentin@utoronto.ca). The University of Waterloo is an equal opportunity employer. Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This advertisement is subject to the availability of funds.

**UNIVERSITY OF WATERLOO — Germanic & Slavic Languages and Literatures.** Applications are being accepted for the position of Assistant Professor, full-time, tenure-track, beginning July 1, 1999. The successful candidate must have a PhD or equivalent in hand upon application. The successful candidate must have a strong commitment to research and teaching, course design and supervision at the undergraduate and graduate levels. Knowledge of Russian and ability to work in Slavic languages a definite asset. Desired areas of expertise and interest: applied linguistics, sociolinguistics, didactics, second language acquisition, comparative linguistics in the Germanic and Slavic fields. The 1999-99 salary for Assistant Professors is \$39,744. Closing date for applications is April 30, 1999. Send inquiries or resumes to: Gisela Brundage, Acting Chair, Department of Germanic & Slavic Languages and Literatures, University of Waterloo, Waterloo, ON N2L 2G1. Tel: 519-888-4567, ext. 2148. Fax 519-746-3243. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This advertisement is subject to the availability of funds.

## HISTORY

**WILFRID LAURIER UNIVERSITY — The Department of History invites applications for its three 12-month limited-term positions (subject to budgetary approval), all at the Assistant Professor level, to teach in the following areas: early modern European history, teaching duties will include a second-year survey in European history (1450-1789), the year courses in the Renaissance and the Reformation, and an additional course, possibly in medieval history. The second appointment is in twentieth-century European history. Teaching duties will include the third-year term courses in 20th century international relations, fascism, and con-**

temporary (post-1945) Europe, tutorial classes in a European survey (1789-1914), and an additional course, possibly in modern Germany. The third appointment is in Canadian history. Closing dates will include a first-year introductory survey in Canadian history, third-year courses in Canadian social history, and an additional course depending on department needs and the qualifications of the successful applicant. Applicants for these positions should have a PhD and some teaching experience is preferred. All three appointments are for the period July 1, 1999 to June 30, 2000. Applicants should send their curriculum vitae, a teaching dossier, and arrange to have three letters of reference sent to: Doug Louer, Chair, Department of History, Wilfrid Laurier University, Waterloo, Ontario N2L 2C5, by April 15, 1999 in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University encourages applications from qualified women, aboriginal people, visible minorities, and persons with disabilities.

**LAKEHEAD UNIVERSITY — The Department of History at Lakehead University invites applications for a nine-month term appointment at the rank of Assistant Professor, in the field of Latin American, African or Asian history to commence August 1, 1999. A completed PhD is preferred. We seek candidates who have a broad grasp of the history of the developing world. The successful applicant will teach three undergraduate courses, an introductory survey course in world history, a course in Latin American or Colonial and Neocolonial History, and a course relating to his or her own area of specialization. Interested applicants should send a curriculum vitae, teaching evaluations, and their names and addresses of three references to: Dr. David Kemp, Acting Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal people and people with disabilities. Closing date is April 15, 1999.**

**LAKEHEAD UNIVERSITY — The Department of History in the Faculty of Arts and Education requires a College Professor to teach Introductory Canadian History, one upper-level history course, and one introductory course in either Economics, Geography, or Political Science. This position will be located in 3300 Main St. with travel to Kelowna for the upper-level course. Required qualifications are a PhD in History or equivalent, with preference given to specialization in Anglo-British, Pre-18th Century Europe, or French Canada; a demonstrable leadership background in Economics, Geography, or Political Science; a research agenda; and university-level teaching experience. This is a continuing appointment effective August 3, 1999. This position is subject to budgetary approval. For inquiries of an academic nature, please contact: Dr. Maurice Williams, Chair, History Department, (250) 762-5445, local 7332. Salary and working conditions are governed by the Okanagan University Faculty Association. Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae and the names, addresses and telephone numbers of three references by March 26, 1999 to: Competition No. 1174A(99)C8, Employee Relations Division, Okanagan University College, 1000 K.L.O. Road, Kelowna, BC V1Y 4X3. Applications may also be faxed to (250) 862-5475. Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.**

**OKANAGAN UNIVERSITY COLLEGE — Department of History in the Faculty of Arts and Education requires a College Professor to teach Introductory Canadian History, one other first or second year course, and one upper-level course. This position will be located in Kelowna with travel to Kelowna for the upper-level course. Required qualifications are a PhD in History or equivalent, with preference given to specialization in Anglo-British, Pre-18th Century Europe, or French Canada; a research agenda; and university-level teaching experience. This is a replacement appointment effective August 3, 1999. For inquiries of an academic nature, please contact: Dr. Maurice Williams, Chair, History Department, (250) 762-5445, local 7332. Salary and working conditions are governed by the Okanagan University Faculty Association. Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae and the names, addresses and telephone numbers of three references by March 26, 1999 to: Competition No. 1174A(99)C8, Employee Relations Division, Okanagan University College, 1000 K.L.O. Road, Kelowna, BC V1Y 4X3. Applications may also be faxed to (250) 862-5475. Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.**

ture, please contact: Dr. Maurice Williams, Chair, History Department, at (250) 762-5445, local 7332. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae and the names, addresses and telephone numbers of three references by March 26, 1999 to: Competition No. 127A(99)C8, Employee Relations Division, Okanagan University College, 1000 K.L.O. Road, Kelowna, BC V1Y 4X3. Applications may also be faxed to (250) 862-5475. Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

**UNIVERSITY OF KING'S COLLEGE — Foundation Year Programme.** See advertisement under "Humanities."

## HUMANITIES

**THE UNIVERSITY OF KING'S COLLEGE** invites applications for the position of Teaching Fellow in the Foundation Year Programme (one-year pre-colonial contract beginning 1 July 1999 with possibility of further renewal). Duties include teaching and marking responsibilities in an interdisciplinary course for first-year students in an interdisciplinary program of Western thought and culture (including literature, philosophy, history, and social sciences from ancient Greece to the present), approximately six hours a week of classes plus eight hours attendance at lectures. All candidates will have an MA or equivalent in one area of the humanities or social sciences at minimum. The position is subject to recruitment. Salary approximately \$22,730 to \$24,954 (1998-1999). Applications, including a curriculum vitae and three letters of reference, should be sent to: Dr. Neil Robertson, Director, Foundation Year Programme, University of King's College, 144 St. John's Street, Halifax, Nova Scotia B3H 2A1. Closing date for applications: 30 April 1999.

## INTERNATIONAL DEVELOPMENT STUDIES

**DALHOUSIE UNIVERSITY — International Development Studies Position.** Applications are invited for a one-year limited term appointment at the assistant professor level effective July 1, 1999 primarily for teaching undergraduate courses in the second, third and fourth year levels. Candidates should possess a PhD (or be close to completion) in a related area and have substantial teaching experience. Persons with extensive experience in field development are welcome to apply as well. Areas of specialization are open, but the successful candidate must be prepared to teach in Asian, African, and Latin American examples in health teaching. Candidates should submit a curriculum vitae, a statement of teaching and research interests, a teaching dossier, and the names of three (3) referees to: Dr. Sean Cadigan, Acting Coordinator, International Development Studies, Dalhousie University, Halifax, Nova Scotia B3H 3J5, Fax: (902) 494-2105, by May 15th, 1999. Inquiries about the position may be made by E-mail: [rdg@dal.ca](mailto:rdg@dal.ca). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Equal Opportunity Employer. The University encourages applications from qualified aboriginal peoples, persons with a disability, racially visible people, and women.

## ITALIAN

**BLOCK UNIVERSITY — The Department of French, Italian and Spanish** invites applications for a ten-month limited term appointment in Italian effective August 1, 1999, subject to final budgetary approval. Preference will be given to candidates with a PhD degree or near completion and must demonstrate native or near-native fluency in both Italian and English. Proven experience in teaching language courses, including translation, at all undergraduate levels is required. Thoughtful at the link of Assistant Professor. Language Learning would be an asset. Deadline for applications is April 15, 1999. Candidates should submit a curriculum vitae and arrange to have three letters of reference sent to: Dr. Leonard Rozman, Chair, Department of French, Italian and Spanish, Block University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Block University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal people and persons with disabilities.

## JEWS STUDIES

**McGILL UNIVERSITY — The Department of Jewish Studies at McGill University** invites applications for an entry-level, tenure-track position in Jewish Thought at the rank of Assistant Professor. Subject to approval, this appointment is effective September 1, 2000. While the field is open, there is a preference for a candidate whose expertise will complement the existing teaching strengths of the Department. We seek a person who is an excellent teacher, willing and able to assume administrative responsibilities, and committed to research. For information on the Department, see our website: <http://www.mcgill.ca/jewishstudies/>. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. McGill University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal people and persons with disabilities. The University wishes to hire an individual who has an active research program or potential for establishing such a program, and who is also willing to foster good relations with persons outside the University. New faculty are eligible for a start-up equipment grant. Applications should be sent to: Professor G. Hundert, Chair, Department of Jewish Studies, McGill University, 3438 McTavish Street, Montreal, Quebec, Canada H3T 3J3.

## KINESIOLOGY

**UNIVERSITY OF CALGARY — Exercise Physiology.** The University of Calgary invites applications for a tenure track position at the rank of Assistant Professor in the field of kinesiology. The successful candidate will hold a doctoral degree with expertise in exercise or applied physiology. He/she will be expected to establish a strong integrated research program and teach at both the graduate and undergraduate levels. Applicants with advanced post-graduate training will have an advantage for more information about this position, please contact: Dr. David R. Lamb, Chair, Faculty of Kinesiology and Physical Education, University of Calgary, 2500 University Drive, Calgary, Alberta T2N 1N4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity. Please submit a curriculum vitae, a brief description of your research interests, and three names of referees (including address, phone/fax and email address) prior to March 31, 1999 to: Dr. B. Brackley, Dean, Faculty of Kinesiology, University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4.

## LANGUAGES

**LAKELAND UNIVERSITY — The Department of Languages of Lakeland University** invites applications for a probationary (tenure-track) appointment in French. Applicants should have native fluency in French and have a PhD or a PhD in progress with specialization in French. Additional qualifications: Experience in teaching stylistics, translation and/or oralization, literature is essential. Applicants must be able to demonstrate proven excellence in teaching. This appointment will commence on August 1, 1999. The position is subject to final budgetary approval. Interested applicants should send a curriculum vitae and the names and addresses of three referees to: Dr. David Kemp, Acting Dean of Arts and Science, Lakeland University, 555 Oliver Road, Thunder Bay, Ontario, Canada, P7B 5E1 by April 15, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Lakeland University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal people and persons with disabilities.

## LANGUAGES & LINGUISTICS

**UNIVERSITY OF SASKATCHEWAN — The Department of Languages and Linguistics** in the Faculty of Education invites applications for a tenure-track position in German at the Assistant Professor level, commencing July 1, 1999, subject to budgetary approval. Applicants should have a PhD in German (complete or near completion), possess native or near-native fluency in German and English, and should have demonstrated excellence in teaching. The successful candidate will teach language courses at the first and second year level, as well as literature and culture courses at the undergraduate level, and will work on program development and community outreach. The University wishes to hire an individual who has an active research program or potential for establishing such a program, and who is also willing to foster good relations with persons outside the University. New faculty are eligible for a start-up equipment grant. Applications should be sent to: Professor G. Hundert, Chair, Department of Jewish Studies, McGill University, 3438 McTavish Street, Montreal, Quebec, Canada H3T 3J3.

## The University of Lethbridge

## DEAN FACULTY OF ARTS AND SCIENCE

The University of Lethbridge is a research focused institution devoted principally to the education of undergraduates. The Faculty of Arts and Science seeks to appoint a Dean.

The University of Lethbridge, situated on the picturesque Oldman River in Southern Alberta, is known around the world for its striking architecture and location. Its huge art collection and Olympic-sized pool are among its many amenities. It is a primarily undergraduate university with 5,500 students and is recognized for its excellence in teaching, research and scholarship. The strength of the University lies in its ability to provide excellent undergraduate teaching in an environment made superior by the efforts of faculty research and scholarship. The University of Lethbridge has a strong reputation for putting students first. It is a very collegial institution which provides its faculty and students with a supportive environment.

The Faculty of Arts and Science is one of the three faculties and two schools at the U of L. It has 16 academic departments. It is by size the largest faculty and by philosophy/central to the University. Reporting to the Vice-President (Academic) the Dean is responsible for the overall operations of the Faculty, specifically budget, academic programs, and instructional staff.

The successful candidate must be eligible for appointment as a tenured full professor, must have a earned doctorate degree and a demonstrated commitment to both scholarship and teaching. Candidates should have a proven record of administration, teaching and research and well developed and demonstrable leadership, decision-making and communication skills.

This is a five-year renewable term position beginning July 1, 2000 or by agreement. Written nominations or applications for the position, accompanied in the latter case by a resume of qualifications no later than October 1, 1999.

Howard E. Tennant, Ph.D.  
President and Vice-Chancellor  
The University of Lethbridge  
Lethbridge, Alberta, T1K 3M4  
e-mail: [tennant@uleth.ca](mailto:tennant@uleth.ca)

Additional information about the University, Faculty and City can be viewed at <http://home.uleth.ca/hum/Dean&S>

The University of Lethbridge is an equal opportunity employer and offers a non-smoking environment. In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents of Canada.







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**PHILOSOPHY**

**TRENT UNIVERSITY** — Department of Philosophy, invites applications for a 9-month limited appointment commencing September 1, 1999.

This appointment is subject to budgetary approval. Applicants should preferably have a PhD in Philosophy. Recent university-level teaching experience is essential. The successful candidate is expected to teach undergraduate courses in Formal Logic, Moral Issues and Feminist Philosophy. Applicants should mail fax, on or before April 15, 1999, a letter indicating their interest, accompanied by a curriculum vitae, and three letters of reference to: Professor Constantia Van Boudas, Chair, Department of Philosophy, Ball College, 3100 Gordon Street, Peterborough, ON K9H 7P4. Trent University is an employment equity employer, and especially invites applications from women, aboriginal persons, visible minorities.

## PHYSICAL MEDICINE &amp; REHABILITATION

Physical Medicine and Rehabilitation  
positions for a full-time tenure track  
professor academic position available  
pending funding approval. This de-  
partment is located in a new state-of-the-art fa-  
cility at Saskatoon City Hospital, and offers a

**MCMASTER UNIVERSITY** invites applications for a 3 year contractually limited position at the Assistant Professor rank in the Radiation Sciences Unit of the Department of Physics & Astronomy.

L'examen des candidatures se poursuivra jusqu'à ce que les postes soient comblés. Le date (nécessaire) d'entrée en fonctions sera le 1er janvier 1999 ou le 1er juillet 1999. Toute demande, accompagnée d'un curriculum vitae et des nom et adresses de trois références, doit être expédiée à l'adresse suivante : **Directeur, École d'ingénierie et de technologie de l'information, Faculté de génie, 150, rue Louis Pasteur, Ottawa (Ontario) K1N 6N5.** Ces personnes doivent avoir une maîtrise en génie ou en informatique. L'Université d'Ottawa pratique l'équité en matière d'emploi et invite toutes personnes qualifiées, y compris les minorités visibles, les autochtones et les personnes handicapées, à postuler. Les femmes sont fortement encouragées à poser leur candidature. En accord avec les exigences canadiennes d'immigration, cette annonce s'adresse d'abord, mais non exclusivement, aux personnes possédant le statut de résident canadien ou étranger permanent.

The University of Ottawa is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including members of visible minorities, aboriginal persons and persons with disabilities. The University strongly encourages applications from women.

## Ottawa

*Athabasca University, Canada's leading distance education university, invites applications for academic appointments in the Centre for Innovative Management. Operating Canada's largest executive MBA program the Centre for Innovative Management is located in St. Albert, immediately north of Edmonton, Alberta.*

With over 800 students, our MBA program continues to expand nationally and internationally opening up new opportunities for full-time faculty. We are seeking a unique set of competencies including an ability to create a stimulating electronic learning environment by facilitating and challenging adult students in group discussions and activities.

Successful candidates will hold a PhD in an appropriate discipline (management of information technology, operations management, strategy, accounting/finance and human resource management are the preferred areas of expertise) and have relevant professional/managerial and teaching experience. Candidates must be competent in the use of computing technology, demonstrate strong research skills and innovative approaches to teaching, and be able to make a significant contribution to the future development of the program.

Core faculty members are involved in the design, delivery, and evaluation of graduate level courses in an electronic format, and at residential weekend, summer schools or elective courses. In addition, they have responsibilities for advising and supervising graduate students, doing program research and evaluation, and promoting the development of management research and education. Participation in the overall academic planning and administration of the program is also important.

These are academic appointments. Rank and salary will be determined based on the applicant's qualifications and experience.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities.

In accordance with Canadian immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Linda Relmel, Office of the President, Athabasca University, 1 University Drive, Athabasca, Alberta, T9S 3A3. Further information about these positions may be obtained from Dr. Lindsay Redpath, phone (780) 460-3476, fax (780) 459-2093 or e-mail, [lindsayr@athabascau.ca](mailto:lindsayr@athabascau.ca). These positions will remain open until suitable candidates have been found.

Athabasca University  
Canada's Open University™



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## 2675 Queensview Drive, Ottawa, ON K2B 8K2

Use per page or fraction of page; dependent on frequency of use.



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CAUT BULLETIN ACPPU 19 MARCH 1999 MARS



# Zero Increase for University Transfers

By BILL GRAHAM

**I**N budget speech 1999 the federal government announced it will spend a small amount on health, including a modest amount on research (mainly health research), but little else. There is no new funding for post-secondary education or social services under the Canada Health and Social Transfer — not one thin dime.

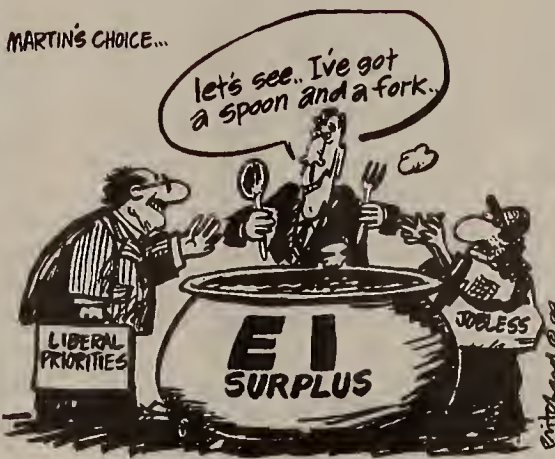
In an era when Canadian society, including its universities, is still reeling from the damage done by the infamous 1995 budget, the massive cuts to post-secondary education and social services, amounting to \$3.7 billion, could have been restored, but they were not.

Meanwhile, many jurisdictions south of the border — which include most of our primary competitors for new appointments — have been raising their appropriations for higher education. California recently increased its funding by 23 per cent. In 1996-1997 full professors in Canada's largest universities were paid 25 per cent less, on average, than their counterparts in the U.S.; and newly hired assistant professors were paid 22 per cent less, on average, than they would have earned in U.S. institutions.

The federal government is sitting pretty. The federal surplus, based on current year-to-date projections, is expected to reach an astounding \$11.5 billion in fiscal 1998-1999, but the sound of this surplus will not be heard across Canada. It will be muffled once again through accounting fiddles to dampen the public's interest in expanded program spending for higher education and social services.

Finance Minister Paul Martin is predicting that a short-fall in corporate income tax revenues, changes in equalization transfers to the provinces, the agricultural assistance

MARTIN'S CHOICE...



program, the Fisheries Adjustment and Restructuring Program, EI premium reduction, and other unidentified economic developments will all reduce the surplus to \$7.2 billion. From that, he's setting aside \$3 billion as a contingency fund for 1999-2000, which will automatically go to debt reduction if unused. (The \$3 billion 1998-1999 contingency fund was applied to the debt.)

And, as with last year's budget, the remaining cash surplus will be hidden by applying it to spending in future years — but charging it to the 1998 budget — a practice the Auditor General has condemned. Last-minute allocations

applied to but not spent in the current fiscal year include a \$3.5 billion one-time supplement to the Canada Health and Social Transfer (for health care only), \$200 million to the Canada Foundation for Innovation, \$95 million for the Canadian Institute for Health Information, \$35 million for the Canadian Health Services Research Foundation, and \$200 million for humanitarian and international initiatives.

As a result of the surplus shuffle, program spending in Canada as a percent of the economy will fall even further from 1993-1994, when it was more than 16 per cent of GDP, to 12 per cent of GDP in 2000-2001 — its lowest level in 50 years.

By deliberately downplaying the size of the surplus, Paul Martin is able to make it appear that he is acting "prudently," and he hopes to stifle the voices of Canadians who call for significant reinvestment in public spending on such necessities as post-secondary education and social services.

Paul Martin also is underestimating the size of the surplus in fiscal 1999-2000, which by all accounts is likely to be in excess of \$10 billion.

The result will be further hardship on Canadian universities to maintain quality in the creation and dissemination of knowledge, to hire and retain the best young academics available, and to restore accessibility for students at affordable fee levels.

Pressures on our public institutions to corporatize, privatize, and vocationalize higher education will increase. The modest infusions of money into (mostly health) research is welcome, but it is not a replacement for the core funding which is so desperately needed. ■

## Pas de hausse des paiements de transferts pour l'enseignement postsecondaire

**L**ORS du dépôt du budget de 1999, le gouvernement fédéral a annoncé qu'il injecterait un peu d'argent dans la santé, y compris une somme modeste pour la recherche, principalement la recherche dans le domaine de la santé, mais rien de plus. Il n'a pas prévu un sou pour l'enseignement postsecondaire ou les services sociaux en vertu du Transfert canadien en matière de santé et de programmes sociaux.

Alors que la société canadienne, notamment ses universités, subit encore les contrecoups de l'infâme budget de 1995, le gouvernement aurait pu rétablir les 3,7 millions de dollars qu'il avait soustraits aux services sociaux et à l'enseignement postsecondaire, mais il ne l'a pas fait.

Dans l'intervalle, de nombreux états américains, entre autres ceux qui sont nos principaux concurrents pour attirer les jeunes professeurs, ont augmenté leurs crédits au titre de l'enseignement postsecondaire. La Californie, notamment, a accru son financement de 23 p. 100. En 1996-1997, les professeurs titulaires des plus grandes universités canadiennes touchaient en moyenne 25 p. 100 de moins que leurs homologues américains.

Les professeurs adjoints nouvellement embauchés touchaient en moyenne 22 p. 100 de moins que s'ils avaient travaillé dans un établissement américain.

Le gouvernement fédéral tient le bon bout. Il s'attend à obtenir un stupéfiant excédent budgétaire de 11,5 milliards de dollars en 1998-1999 d'après les prévisions depuis le début de l'exercice. Toutefois, d'un bout à l'autre du pays, nul n'en verra la couleur. On l'étouffera encore une fois en triquant les chiffres afin de modérer l'intérêt de la population dans les dépenses de programmes au titre de l'enseignement postsecondaire et des services sociaux.

Le ministre des Finances prévoit que le manque à ga-

gner attribuable à la baisse des recettes provenant de l'impôt des sociétés, aux modifications apportées aux paiements de péréquation pour les provinces, au programme d'aide à l'agriculture, soit le Programme d'adaptation et de restructuration des pêches canadiennes, à la réduction des primes de l'assurance-emploi ainsi qu'à d'autres faits économiques non identifiés diminueront l'excédent à 7,2 milliard de dollars. De cette somme, 3 milliards de dollars sont affectés à la réserve pour éventualités pour l'exercice 1999-2000 qui servira d'office à réduire la dette si elle n'est pas nécessaire. (Les 3 milliards de 1998-1999 au titre de la réserve pour éventualités ont servi à réduire la dette.)

À l'instar du budget de l'année dernière, cet excédent sera dissimulé en l'appliquant aux dépenses des prochains

**L'éducation est d'une importance critique, car elle fournit aux Canadiens les compétences, les aptitudes et l'attitude qui leur permettront de saisir les nouvelles possibilités que leur offre l'avenir. — Le discours du budget, le 16 février 1999**

exercices mais en le comptabilisant au budget de 1998. Le Vérificateur général a d'ailleurs condamné cette pratique. Des crédits de dernière minute seront affectés à l'exercice actuel mais ne seront pas dépensés pendant cet exercice. Il s'agit d'une somme supplémentaire de 3,5 milliards de dollars pour le Transfert canadien en matière de santé et de programmes sociaux (pour la santé seulement), de 200 millions de dollars à l'intention de la Fondation canadienne pour l'innovation, de 95 millions de dollars à l'Institut canadien d'information sur la santé, de 35 millions de dollars à la Fondation canadienne pour la recherche en services de santé et de 200 millions de dollars pour des initiatives hu-

manitaires et internationales.

À la suite de ce remaniement de l'excédent, les dépenses de programmes continueront de chuter à 12 % du PIB en 2000-2001, son plus bas niveau en 50 ans. Cette proportion est même inférieure à celle de 1993-1994, alors qu'elle se chiffrait à plus de 16 % du PIB. En outre, M. Martin sous-estime délibérément l'excédent financier de 1999, qui risque d'être supérieur à 10 milliards de dollars.

En minimisant délibérément la taille de l'excédent budgétaire, le ministre Paul Martin peut ainsi montrer qu'il agit avec prudence. Il espère faire taire ces Canadiens et ces Canadiennes qui revendiquent un réinvestissement important des deniers publics dans des services nécessaires comme l'enseignement postsecondaire et les programmes sociaux.

Encore une fois, Paul Martin sous-estime la taille de l'excédent budgétaire de l'exercice 1999-2000 qui risque de dépasser les 10 milliards de dollars.

Par ces nouvelles mesures budgétaires, les universités canadiennes éprouveront davantage de difficulté à maintenir la qualité de la création et de la diffusion des connaissances, à embaucher et à garder les jeunes universitaires les plus brillants et à ramener les frais de scolarité à des niveaux décents pour les étudiants.

Les pressions sur nos établissements publics pour les privatiser et les transformer en instituts techniques s'intensifieront. Les modestes injections de crédits dans la recherche, principalement la recherche pour la santé, sont accueillies avec satisfaction mais elles ne remplacent pas le financement de base désespérément nécessaire. ■

Traduit de l'article «Zero Increase for University Transfers».